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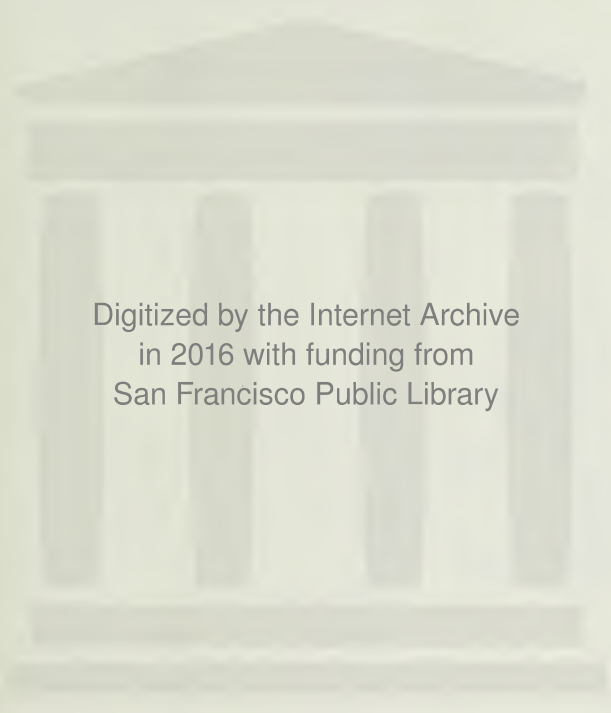


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1995-96 ANNUAL REPORT



San Francisco Commission
DOCUMENTS DEPT. on the Status of
Women

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The Commission on the Status of Women dedicates this Annual Report to the members of the Sexual Harassment Task Force in appreciation for the many hours they gave to insure that the City and County of San Francisco becomes a national model in its response to sexual harassment.

SAN FRANCISCO COMMISSION ON THE STATUS OF WOMEN 1995-1996 Annual Report

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A MESSAGE FROM THE DIRECTOR

I joined the Commission on the Status of Women as its new Executive Director in late 1994. Since then, we have added new staff members to our team, and together, we have accomplished a lot in a very short time. A major task was the establishment of the Sexual Harassment Task Force to insure the implementation of the sexual harassment recommendations outlined in the 1994 Merrick T. Rossein Associates report.

In October of 1995, the Commission sponsored San Francisco's first Women's Economic Agenda Summit. When the planning committee held its preliminary discussions, we realized that unless we addressed women's economic concerns, we could not address any other problems facing women. In light of the impact of Welfare Reform, economic well-being must be our priority, and we have begun work on the implementation of the Economic Agenda recommendations throughout San Francisco.

The Commission held a joint public hearing on Adult Sexual Assault Services with the Health Commission, which fostered the development of a Memorandum of Understanding between the COSW and the Department of Public Health, transferring funds from the Health Department to the Commission for the administration of citywide sexual assault services.

We worked with the Mayor's Office to increase funding for domestic violence services and have continued to explore other funding sources for our programs. In an effort to plan for future needs, we began a full evaluation of all Commission-funded domestic violence programs, and are developing a strategy for future funding.

A major focus of the Commission has been to strengthen our connection to the community. In the past, some sectors of the public didn't know we existed, and others did not know what we did. We focused on increasing our visibility within the women's community and with the general public, and placed great emphasis on including sectors of the community that had not been involved with the Commission.

We look forward to working with the many organizations and individuals who have supported the Commission this year, as well as with the new communities we will reach in the future.

Together, we can make a difference for women and girls in San Francisco.



Executive Director

MISSION STATEMENT

The Commission's mission is to foster the socio-economic, political, and educational advancement of women and girls

throughout San Francisco; to insure equal treatment and services to women and girls by public agencies and the private sector; and to assist City and County government in developing and implementing policies, legislation and programs addressing the needs of all women and girls. The Commission's highest priorities are women's economic development and violence against women, and we emphasize programs for women and girls whose needs have not been fully met, such as women of color, immigrants, and low-income women.

ORGANIZATIONAL OVERVIEW

The ordinance creating the Commission on the Status of Women was initiated by former Supervisor Dorothy von Beroldingen and signed by former Mayor Joseph L. Alioto in

February, 1975. The Commission was charged with the responsibility of identifying limitations to the full participation of women, taking steps to overcome barriers, and promoting equality between women and men. The Mayor appointed eleven Commissioners from a list submitted by the Board of Supervisors, and the first Commission meeting was held in June, 1975.

In 1980, an amendment to the San Francisco Administrative Code gave authority over the Commission on the Status of Women's staff and budget to the director of the Human Rights Commission, and the COSW operated under the Human Rights Commission until 1989.

In 1989, at the request of members of the community, Mayor Art Agnos convened a task force to study options for the administrative structure of the Commission on the Status of Women. After the task force examined the status of women in San Francisco, it concluded that the inequities which resulted in the creation of the Commission on the Status of Women in 1975 had not been remedied. In fact, women had become increasingly imperiled by conditions of poverty, violence against women, and gender-based discrimination and harassment in the workplace. The task force presented findings, and documented the need for continued efforts to achieve true equality of the sexes.

As a result of the study, legislation restructuring the Commission was sponsored by Supervisor Nancy Walker and passed by the Board of Supervisors in 1989. Personnel and budget responsibilities were transferred from the Human Rights Commission to the Commission on the Status of Women, which became an independent department.

In 1994, San Francisco's voters, with a 67% margin, passed Proposition E, making the Commission a permanent department under the City Charter, and providing for Commissioners to be appointed to specific terms.

STRATEGIC DIRECTION

In early 1995, the San Francisco Commission on the Status of Women developed a three-year Strategic Plan to clarify our mission, guide our direction, and explore ways to meet the challenges of the future. To develop this plan, Commissioners and staff examined past practices and activities, and acknowledged the challenges that reductions in the city budget place on the Commission's future work.

We recognized that the Commission, with its commitment to serve a broad range of women, had provided many programs for the community, yet community members were unfamiliar with COSW and our accomplishments. To remedy this, we developed a strategy to become better known throughout San Francisco's communities, and to involve more women in Commission activities, particularly women who have not worked with us in the past.

In analyzing our mandate, we determined that the Commission's greatest strength lies in addressing women's issues as a facilitator, coordinator, advocate, and policy maker. In examining our direction, we identified two areas of concentration: **Violence Against Women and Employment and Economics**. The COSW focuses on the creation of programs and services, addresses gaps in the system through collaborative efforts with City agencies and community organizations, and develops policies in a global context to insure meaningful local impact.

To provide direction for the Commission, we established two committees, the Violence Against Women Committee, and the Employment and Economics Committee, in which Commissioners and community members work together on legislation, policy, and program development. In addition, the community relies on the Commission to play a leadership role in addressing a wide range of women's issues outside our two areas of concentration. Therefore, we established the Policy Issues and Action Committee to address other issues of concern.

Our strategy requires us to develop a public image that involves us with all sectors of San Francisco's communities -- from poor and low income women, to welfare mothers, to women in the corporate sector, to entrepreneurs, to women who may or may not be confronting discrimination. While we serve these groups in order of priority, based upon our resources, our department is available to assist all women in the City with resources and information, and with referrals to community services.

In summary, our vision for 1995-96 was:

- To establish the COSW as a high profile model women's organization; and
- To create a strong resource development plan to meet our goals and to assist the community organizations we fund.

GOALS FOR 1995-96

To accomplish our mandate under the City Charter, our goals for 1995-96 included:

Violence Against Women

- ▶ Improve the system's response to violence against women and girls in the City and County of San Francisco.
- ▶ Increase public awareness of violence against women and girls.
- ▶ Promote and monitor legislation which supports anti-violence measures to protect women and girls.
- ▶ Support the expansion of violence prevention programs which are language accessible and culturally competent, and are relevant to disabled, homeless, and poor/low-income women and girls.
- ▶ Develop transitional programs that support women and children survivors of violence in achieving economic independence.

Employment and Economics

- ▶ Improve and strengthen affirmative action programs, including efforts to eliminate the "glass ceiling."
- ▶ Implement the recommendations of the 1994 Rossein Report on Sexual Harassment.
- ▶ Develop strong collaborations and coalitions to improve women's economic position and recognize their roles as family members.
- ▶ Monitor employment discrimination and sexual harassment complaints throughout the City and County of San Francisco.
- ▶ Facilitate the creation of a public online service on women's issues, resources and referrals.
- ▶ Initiate outreach efforts on women and girls' employment issues, focus on women role models in schools, and develop training programs on preventing sexual harassment.

A Women's Agenda

- ▶ Insure that San Francisco's policy and decision-making process includes a women's agenda to address issues of importance to women and girls.
- ▶ Analyze and address issues that impact women and girls, including health care, prostitution, welfare reform, homeless and housing, substance abuse, school curriculum, and women in the criminal justice system.

During 1995-96, COSW's Violence Against Women Program was significantly expanded, and we are pleased to report on our accomplishments.

VIOLENCE AGAINST WOMEN ACCOMPLISHMENTS

Funding for Domestic Violence Programs

COSW developed and distributed new Requests for Proposals (RFP's) for domestic violence services, beginning a three-year funding cycle (1995-98) for COSW-funded domestic violence programs. One RFP focused on direct services to battered women and their children, including emergency shelter, crisis line assistance, legal representation and counseling; and the other RFP focused on the provision of violence prevention, education and training. Our RFP's emphasized that services must be accessible and culturally competent in order to serve the different populations represented in San Francisco, .

An Expert Review Panel was established to review the proposals submitted. Members of the review panel, who represented the diversity of the population of the City, were required to have knowledge and understanding of domestic violence and non-profit programs and budgets, as well as the ability to evaluate applicants and make recommendations regarding services. As a result of panel recommendations, ten agencies successfully completed the funding process, and were awarded grants for fifteen programs. A list of COSW-funded domestic violence programs, along with a chart of services provided is attached (Appendix A).

Strategic Planning

Over the past few years, with the implementation of the Commission's Charan Investigation recommendations, the formation of the Family Violence Council, and the creation of a coordinated citywide response to domestic violence, the COSW has enabled San Francisco to address domestic violence in an effective and comprehensive manner. With the cooperation of community-based organizations, and the support of the San Francisco Domestic Violence Consortium, COSW-funded agencies have developed strong and effective collaborations and provided high quality services with little duplication of efforts. However, the Commission recognizes the need for on-going evaluation and continuing program planning in order to

decrease duplication of services, meet community needs, identify gaps in services -- and develop a funding strategy for the future. In early 1996, COSW began the first comprehensive evaluation of all COSW-funded programs. This evaluation, along with a community strategic planning meeting, will be used to develop a Violence Against Women Strategic Plan to provide direction for funding, program development, and policy making.

Expanded Funding to Provide Sexual Assault Services

For the first time, the Commission moved beyond domestic violence to address other forms of violence against women, beginning with sexual assault. We held a public hearing on sexual assault with the Health Commission, which resulted in a Memorandum of Understanding with the Department of Public Health for the COSW to develop and administer adult sexual assault services in the community. Since this process began in late Spring of 1996, program development and funding is scheduled for Fiscal Year 1996-97. Although new funding provided for a half time staff position, the COSW restructured its staff to create a full time position to administer violence against women programs, and redesigned an existing position to assume responsibility for developing violence against women policy in the City, and coordinating inter-governmental communication.

Our strategy to provide comprehensive sexual assault services is modeled on our domestic violence work. We are developing a citywide task force to coordinate San Francisco's response to sexual assault. The Sexual Assault Task Force will bring together city departments and community agencies to identify community needs and resources, develop policies and procedures, and improve sexual assault programs in the City by creating a seamless system for providing criminal justice, victim advocacy, and prevention education services.

EMPLOYMENT AND ECONOMICS ACCOMPLISHMENTS

COSW's work on women's economic development and employment opportunities brought innovations and new collaborations to the City and County of San Francisco.

Sexual Harassment Task Force

In May, 1995, the COSW's Sexual Harassment Task Force was established to implement the recommendations of COSW's sexual harassment study, *The Rossein Report on Sexual Harassment Complaint Procedures in the City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Processing of Complaints*. The Sexual Harassment Task Force held a well-attended public hearing in January, 1996, where thirty-six people testified, including Mayor Willie Brown. The Task Force published a final plan in April, 1996 (Appendix B), and Sexual Harassment Task Force members met regularly with representatives from the Mayor's office and the Department of Human Resources to implement the plan. New procedures and policies, which have been incorporated into the City's Administrative Code, were completed in June, 1996, and a comprehensive list of

sexual harassment resources was developed for distribution through the Commission office. In addition, COSW staff trained 135 Department of Transportation employees in June, 1996, and developed and presented materials for the City and County of San Francisco Sexual Harassment in the Workplace Program, a training for City managers sponsored by Mayor Brown.

Technical Assistance and Counseling

Every day, the Commission receives calls from women in City and County departments and the community-at-large requesting our assistance in a variety of areas, with the vast majority of calls related to employment issues. During 1995-96, our staff received more than 25 calls a week from women seeking assistance in employment-related matters. Approximately half of these calls were to request technical assistance in the area of sexual harassment issues, with about a third of the calls from women in City government and the rest from the private sector.

As charged by the City Charter, we continue to monitor employment discrimination complaints, including sexual harassment, throughout the City and County of San Francisco, and we compile statistical reports on employment discrimination complaints by City and County employees.

The COSW works with federal, state and local governmental agencies to develop protocols and policies to establish a coordinated, collaborative response to a wide range of women's issues, including violence against women, sexual

harassment, employment discrimination, and women's health. COSW has held public hearings on violence against women, and a joint hearing with the Health Commission on sexual assault services. We have provided technical support and assistance, and participated in joint projects with the Department of Public Health, Forensic Services, the Human Resources Department, the Department of Social Services, Family Support and Preservation Planning Program, the Human Rights Commission and the City Attorney's Office. In addition, Commission staff served on the Battered Women's Protection Act Statewide Advisory Committee, which established policies for the allocation of more than 26 million dollars in state funding for domestic violence programs.

INTERGOVERNMENTAL PARTNERSHIPS

In addition, the Commission has designed and developed governmental bodies that continue to have a long-term effect on City policies. For example, COSW worked closely with the Board of Supervisors, judges, community advocates and city departments to establish the San Francisco Family Violence Council. The Family Violence Council was created in 1995 by the Board of Supervisors through legislation introduced by Supervisor Barbara Kaufman. The Council provides a mechanism for the citywide coordination of services and resources, and the development of strategies addressing domestic violence in San Francisco.

Designed to incorporate and implement the COSW's Charan Investigation recommendations for cooperation and communication, the Family Violence Council insures an effective system of response to family violence, with active participation from City government, City departments, community-based organizations representing the City's diverse populations, service providers, members of the criminal justice system, businesses, and individuals. The COSW is proud of the Council's commitment to increase public awareness and coordinate service delivery, and we continue to share our model citywide response to domestic violence with other jurisdictions.

The COSW, in association with other members of the Domestic Violence Justice Committee, collaborated in writing curriculum and materials, planned and produced an extensive training on *Emergency Protective Orders* for San Francisco Police Department and San Francisco State University Campus Police officers, and the staff and volunteers of community organizations. The training, which addressed California's new anti-stalking laws and outlined the use of Emergency Protective Orders, resulted in a dramatic increase in the issuance of protective orders.

The COSW assisted the San Francisco Police Department in establishing its *Domestic Violence Response Unit*, which has sixteen inspectors and advocates assigned to investigate domestic violence cases in San Francisco -- and we facilitated the furnishing of the unit's offices, including a play area for children. COSW staff also assisted the police department in writing its proposal for *Community Policing Program Funding*, which resulted in a federal grant for a law enforcement and victim advocacy partnership to provide twenty-four hour on-site advocacy services for domestic violence survivors.

In partnership with the *San Francisco Public Library*, COSW has become electronically linked to the "information highway," with public access to information about the Commission, our programs, and community resources. We are also exploring options for online job listings.

COMMUNITY COLLABORATIONS

The Commission participated in a variety of community activities. For example, staff worked with *Comadres: Luchando por el Cambio*, a Latina community organization, to provide information, feedback and input for an extensive

report on health, violence and immigration issues for Latinas. Comadres continues to raise public consciousness on issues impacting Latinas and their families, and we are pleased to support their efforts.

In early 1996, the COSW worked with a coalition of organizations under the umbrella of the Women's Intercultural Network to co-sponsor the *California Women's Agenda Conference*, which brought together over 500 women to discuss strategies for statewide implementation of the International Women's Platform (developed at the International Women's Conference in Beijing, China). The COSW convened the conference's Employment and Economics Issues Task Force, and welcomed the opportunity to take part in this regional and international effort.

The Commission took strong positions on supporting Affirmative Action and opposing legislation that threatened to eliminate this essential tool for women's employment. Our staff worked closely with the *Coalition on Affirmative Action* and also worked with *Communities United for Equality* on welfare reform, providing technical assistance regarding policy, marketing and funding. Our efforts to protect Affirmative Action included offering educational programs, participating in meetings and events, and developing a video presentation which was aired on cable television. In addition, the COSW worked extensively with community organizations to preserve Affirmative Action programs in the City and County of San Francisco.

The Commission produced three special programs during 1995-96 which addressed domestic violence, women's economic development, and political appointments for women.

SPECIAL PROGRAMS, WORKSHOPS, AND CONFERENCES

Women, Violence and Substance Abuse

In September 1995, the COSW produced a one-day conference, "Women, Violence and Substance Abuse" which had more than 100 participants. The conference plenaries, panels, and workshops offered domestic violence service providers and drug/alcohol treatment providers an opportunity to explore the needs of battered women who are substance abusers, and the needs of addicts and alcoholics who are in abusive relationships. Because this growing population has very limited resources, participants focused on how to work across disciplines to collaborate in addressing the specific needs of women -- whether they seek assistance from treatment centers or domestic violence shelters. There was a tremendous level of interest from drug and alcohol treatment providers, and participants identified a wide range of strategies for bringing domestic violence services to under-served populations.

Women's Economic Agenda Summit

In October 1995, the Commission invited community leaders, representatives from women's organizations, and members of the private and public sectors, to San Francisco's first Women's Economic Agenda Summit. Over 150 women came together to address women's employment, business, and leadership development. The summit resulted in a Commission report, *Women's Economic Agenda 1995: A Strategy for Women's Economic Empowerment*, which contains summit findings and recommendations (Appendix C). We are currently working with the Board of Supervisors to implement recommendations, and develop initiatives to improve women's economic position in the City.

How To Get That Appointment

The Commission is charged with recommending women for appointment to City Commissions and Committees, and we are committed to insuring diverse representation. In early 1996, joined by several community organizations, we offered "How to Get That Appointment," a seminar for

women interested in political appointments. We also developed a data base of City Commissions and a process for monitoring vacancies to insure appropriate appointments. As we update our data base, we will report to the Mayor on our analysis of where women's representation is lacking in the City and County of San Francisco.

RECOGNIZING COMMUNITY ACHIEVEMENTS

During 1995-96, the Commission on the Status of Women, under the auspices of the Friends of the Commission, held three successful events to honor the contributions of community members to the advancement of women and girls in San Francisco.

Women Who Make a Difference

Traditionally held on Women's Equality Day (August 26), this annual award program was expanded to include women from the private sector, and companies that demonstrated a commitment to Affirmative Action. In 1995, for the first time, Women Who Make A Difference was marketed to the private sector for corporate sponsorships, and was held outside City Hall. The event brought together a wide diversity of over 200 men and women, including government officials, downtown corporate business people, members of community-based agencies, city workers, union members and college students. Women Who Make a Difference honorees for 1995 included businesses: Working Assets, and Wells Fargo Bank; and individuals: Eunice Azzani, Korn/Ferry International; Judith Kurtz, Equal Rights Advocates; Commander Melinda Pengel, San Francisco Police Department, and Karen Wing, United States Postal Services.

Domestic Violence Awareness Month Awards

In addition to planning, producing, publicizing, and participating in domestic violence awareness activities throughout October 1995, the COSW held its annual Domestic Violence Awareness Month Awards celebration, which was described by participants as inspiring and affirming. The celebration, which honored domestic violence activists, was held outside City Hall, and included the participation of members of the private sector. This year, the Commission developed a new award to honor elected officials who have provided extensive support for domestic violence programs, and Supervisor Anne Marie Conroy received our first President's Award for her role in initiating the process which created the San Francisco Family Violence Council. The COSW's 1995 Domestic Violence Awareness Month awardees included Irma Chingcuangco, a survivor of domestic violence, who received the Isabel Serna Award; Esta Soler of the Family Violence Prevention Fund, who received the Del Martin Award; and Beth Kaplan, M.D., of San Francisco General Hospital received the Leadership Award.

Women's History Month Awards

This event, the first of its kind for the COSW, honored women in the areas of health, arts and young women's empowerment. The well-attended event was held at Fort Mason, and brought

together a diverse audience, including significant numbers of young women among awardees, performers and audience members -- their presence was truly felt. The 1995 Women's History Month honorees included, Arts Award: Rhodessa Jones of the Medea Project, an empowering theatre program for incarcerated women; Youth Empowerment Award: the Bay Area Network of Latinas (BANELA) for their mentorship program; and the Health Award: Gail Tang, R.N., of Kaiser Hospital for her work with immigrant clients.

JOB LIBRARY

The COSW provides a free job library which is open to the public daily, and visited by hundreds of women annually -- one of very few free job resource libraries for San Franciscans.

During calendar year 1995, more than 500 women used this important resource. This group of diverse women included 14% African American, 15% Asian, 7% Hispanic, and .5% Native American, with ages ranging from 16-60 (59% aged 22-24 and 31% aged 35-55). We receive job listings from City and County departments, and from other government agencies, non-profit and community-based organizations, and private sector companies. Job announcements are organized by employment category, and job training and support services are also catalogued.

TRAINING OUR FUTURE GENERATION

Each year, we provide internship opportunities to a diverse group of high school and college students from around the country. This is a concrete way in which we provide mentoring and contribute to the development of future community leaders. Our interns perform a variety of tasks, including research and administration, as well as organizing projects and coordinating activities. COSW interns have gone on to work in positions of responsibility with other city and state departments.

FRIENDS OF THE COMMISSION ON THE STATUS OF WOMEN

During 1995-96, the Friends of the Commission on the Status of Women, our non-profit fund-raising arm, was instrumental in providing funds for essential activities and resources not funded by our City budget. The Friends' financial support enabled us to upgrade our computer software and hardware, develop a more extensive and sophisticated database, provide staff training, and participate in activities and events with community organizations.

COSW staff has worked closely with the Friends to build the organization's ability to provide the resources needed by the Commission. Our extensive efforts to strengthen the Friends have included designing a Marketing Plan to develop their membership and fund-raising capabilities, as we strive to increase COSW resources, and provide outreach to additional communities.

SUMMARY

The COSW is proud of our many achievements of the past twenty years. However, we are most proud of becoming a permanent department of the City and County of San Francisco -- and we are grateful for the tremendous support of San Franciscans which made this possible. Our new status enables the Commission to be an equal partner with other City departments, and to develop long range strategies for addressing the needs of women and girls. We believe that our work is essential to meet the many challenges faced by the women and girls of San Francisco. In particular, in the coming year, we look forward to working with City officials to respond to Welfare Reform by insuring the economic empowerment of women and their children.

In closing, we appreciate the steadfast support of the Mayor and Board of Supervisors, and their commitment to the Commission's efforts on behalf of women and girls in San Francisco.

TABLE OF APPENDICES

- A. Summary of Commission-Funded Domestic Violence Programs
- B. Chart of Commission-Funded Domestic Violence Programs
- C. Executive Summary of Sexual Harassment Task Force Recommendations
- D. Women's Economic Agenda Report
- E. Publications List

**SUMMARY OF COMMISSION-FUNDED
DOMESTIC VIOLENCE PROGRAMS
Fiscal Year 1995-96**

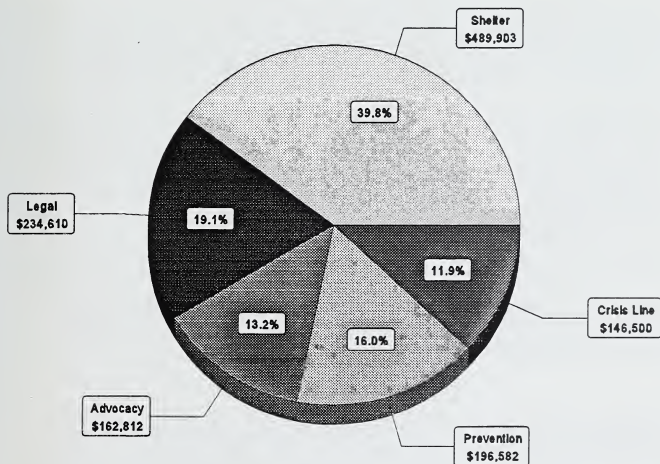
Advocacy Services	162,812
Donaldina Cameron House	81,500
Family Violence Prevention Fund	81,312
Legal Services	234,610
Nihonmachi Legal Outreach	81,500
SF Bar Association-Cooperative Restraining Order Clinic	50,000
SF Bar Association-Volunteer Legal Services	51,500
San Francisco Legal Assistance Foundation	51,610
Prevention Education Services	196,582
Family Violence Prevention Fund	196,582
Shelter Services	489,903
Asian Women's Shelter	105,803
La Casa de las Madres	224,037
St. Vincent de Paul Society-Brennan House	34,500
St. Vincent de Paul Society-Rosalie House	125,563
Twenty-Four Hour Crisis Line	146,500
W.O.M.A.N., Inc	146,500
Total Allocated:	\$1,230,407

CHART OF COMMISSION-FUNDED DOMESTIC VIOLENCE PROGRAMS

Fiscal Year 1995 - 1996

Total Funds Allocated: \$ 1,230,407

Summary by Program Detail



SEXUAL HARSSMENT TASK FORCE **PLAN AND RECOMMENDATIONS**

EXECUTIVE SUMMARY

Introduction

The social and economic costs of sexual harassment are tremendous. Individuals who experience sexual harassment suffer psychologically, physically and emotionally. Managers regularly report that workplace morale is severely and negatively affected and collegiality is also injured when an incident occurs. The City cannot afford to tolerate sexual harassment in the workplace.

If the findings of the 1995 U.S. Merit Systems Protections Board Report of Sexual Harassment in the Workplace are applied to the City and County of San Francisco, sexual harassment in the workplace is estimated at costing conservatively \$2 million annually in lost productivity alone.¹ This includes days off, decreased productivity, cost of temporary workers, paying worker's compensation, etc. The additional cost of litigation, payment of settlements and court awards is even more significant. Avoiding even one lawsuit is a tremendous savings. For example, a sexual harassment case was settled against the City in late 1994 for \$77,500; this did not include City attorney and investigation time. In mid -1995 another sexual harassment case was lost by the City and subsequently settled for \$600,000, with at least another \$150,000-\$200,000 of City attorney and staff time in defense. Even when the City wins a case, like it did recently with a high profile department head, it can cost more than a million dollars to defend and result in negative public relations stories.

The Sexual Harassment Task Force

A study completed in August, 1994 entitled Sexual Harassment Complaint Procedures in the City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Processing of Complaints, by Merrick T. Rossein Associates, recommended the appointment of a Task Force to design a plan for improving the sexual harassment policies for the City and County of San Francisco. Twenty individuals, selected from the private sector and City and County employees, were appointed members to the Sexual Harassment Task Force in May, 1995. The Commission on the Status of Women agreed to staff and chair the Task Force. The Plan created by the Sexual Harassment Task Force also includes recommendations originally made in the 1994 Rossein study. The Sexual Harassment Task Force divided into three working subcommittees shortly after being appointed. These subcommittees

¹The 1995 U. S. Merit Systems Protection Board study conservatively calculated the cost of lost productivity due to sexual harassment to be \$80/annually per federal employee. If this formula is applied to the City and County of San Francisco, with approximately 24,000 employees, the cost of lost productivity for the city is approximately \$2 million/annually.

focused on procedures, guidelines and training for the Plan. The Procedures Committee recommended specific changes to the internal complaint process. The Guidelines Committee devised one standardized, citywide sexual harassment policy and drafted a set of frequently asked questions and answers to provide direction to all City and County of San Francisco employees. This committee also drafted suggested revisions in the performance evaluation form for supervisors which will assist with sexual harassment prevention. The Training Committee developed a training model and planned the organization and coordination of sexual harassment trainings for all City and County personnel.

A Summary of the Plan

The Task Force recognizes and strongly supports the recommendation by Merrick T. Rossein and Associates for ***full centralization of all equal employment opportunity matters under the Department of Human Resources, Equal Employment Opportunity Office***. The complex logistical details involved in implementing full Equal Employment Opportunity centralization however, were beyond the scope of this Task Force. Instead the Task Force developed a plan for centralization of sexual harassment concerns as a **model** for the eventual and full centralization of all equal employment opportunity issues and which can also be included in a centralized office as a specialized unit. **This Plan implements the centralization of sexual harassment complaints and investigations, provides prevention and training and offers technical assistance and guidance for all City and County of San Francisco personnel.** This document also addresses the major concerns which have been expressed with a change in policy and procedures.

The following is a synopsis of the changes which are part of this plan.

Organizational: The creation of the Unit/Office of Sexual Harassment Prevention within the Department of Human Resources where records and staff are centralized and from which investigations and trainings are uniformly conducted. The emphasis of this new unit/office will be on prevention and education.

Procedural: A policy and rule for sexual harassment complaints. Complainant has 365 days to file a complaint. An investigation must occur within 90 days (with a 30-day extension, optional). The appeal process is eliminated to expedite the entire process.

Training: Annual trainings will be mandatory for all city employees. Sexual Harassment Trainings will be standardized; 3 hours for non-managers, 4 hours for managers.

Prevention: A comprehensive resource list of San Francisco individuals and organizations which are professionally associated with eliminating sexual harassment in the workplace has been compiled. A revised performance appraisal tool has been written to increase employee accountability. A set of practical questions and answers to use as guidelines for dealing with sexual harassment has been drafted.

Tracking: A centralized, limited access tracking system will be established for all complaints of sexual harassment. This system will be used to identify problems.

SEXUAL HARSSMENT TASK FORCE **PLAN AND RECOMMENDATIONS**

EXECUTIVE SUMMARY

Introduction

The social and economic costs of sexual harassment are tremendous. Individuals who experience sexual harassment suffer psychologically, physically and emotionally. Managers regularly report that workplace morale is severely and negatively affected and collegiality is also injured when an incident occurs. The City cannot afford to tolerate sexual harassment in the workplace.

If the findings of the 1995 U.S. Merit Systems Protections Board Report of Sexual Harassment in the Workplace are applied to the City and County of San Francisco, sexual harassment in the workplace is estimated at costing conservatively \$2 million annually in lost productivity alone.¹ This includes days off, decreased productivity, cost of temporary workers, paying worker's compensation, etc. The additional cost of litigation, payment of settlements and court awards is even more significant. Avoiding even one lawsuit is a tremendous savings. For example, a sexual harassment case was settled against the City in late 1994 for \$77,500; this did not include City attorney and investigation time. In mid -1995 another sexual harassment case was lost by the City and subsequently settled for \$600,000, with at least another \$150,000-\$200,000 of City attorney and staff time in defense. Even when the City wins a case, like it did recently with a high profile department head, it can cost more than a million dollars to defend and result in negative public relations stories.

The Sexual Harassment Task Force

A study completed in August, 1994 entitled Sexual Harassment Complaint Procedures in the City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Processing of Complaints, by Merrick T. Rossein Associates, recommended the appointment of a Task Force to design a plan for improving the sexual harassment policies for the City and County of San Francisco. Twenty individuals, selected from the private sector and City and County employees, were appointed members to the Sexual Harassment Task Force in May, 1995. The Commission on the Status of Women agreed to staff and chair the Task Force. The Plan created by the Sexual Harassment Task Force also includes recommendations originally made in the 1994 Rossein study. The Sexual Harassment Task Force divided into three working subcommittees shortly after being appointed. These subcommittees

¹The 1995 U. S. Merit Systems Protection Board study conservatively calculated the cost of lost productivity due to sexual harassment to be \$80/annually per federal employee. If this formula is applied to the City and County of San Francisco, with approximately 24,000 employees, the cost of lost productivity for the city is approximately \$2 million/annually.

focused on procedures, guidelines and training for the Plan. The Procedures Committee recommended specific changes to the internal complaint process. The Guidelines Committee devised one standardized, citywide sexual harassment policy and drafted a set of frequently asked questions and answers to provide direction to all City and County of San Francisco employees. This committee also drafted suggested revisions in the performance evaluation form for supervisors which will assist with sexual harassment prevention. The Training Committee developed a training model and planned the organization and coordination of sexual harassment trainings for all City and County personnel.

A Summary of the Plan

The Task Force recognizes and strongly supports the recommendation by Merrick T. Rossein and Associates for ***full centralization of all equal employment opportunity matters under the Department of Human Resources, Equal Employment Opportunity Office***. The complex logistical details involved in implementing full Equal Employment Opportunity centralization however, were beyond the scope of this Task Force. Instead the Task Force developed a plan for centralization of sexual harassment concerns as a **model** for the eventual and full centralization of all equal employment opportunity issues and which can also be included in a centralized office as a specialized unit. **This Plan implements the centralization of sexual harassment complaints and investigations, provides prevention and training and offers technical assistance and guidance for all City and County of San Francisco personnel.** This document also addresses the major concerns which have been expressed with a change in policy and procedures.

The following is a synopsis of the changes which are part of this plan.

Organizational: The creation of the Unit/Office of Sexual Harassment Prevention within the Department of Human Resources where records and staff are centralized and from which investigations and trainings are uniformly conducted. The emphasis of this new unit/office will be on prevention and education.

Procedural: A policy and rule for sexual harassment complaints. Complainant has 365 days to file a complaint. An investigation must occur within 90 days (with a 30-day extension, optional). The appeal process is eliminated to expedite the entire process.

Training: Annual trainings will be mandatory for all city employees. Sexual Harassment Trainings will be standardized; 3 hours for non-managers, 4 hours for managers.

Prevention: A comprehensive resource list of San Francisco individuals and organizations which are professionally associated with eliminating sexual harassment in the workplace has been compiled. A revised performance appraisal tool has been written to increase employee accountability. A set of practical questions and answers to use as guidelines for dealing with sexual harassment has been drafted.

Tracking: A centralized, limited access tracking system will be established for all complaints of sexual harassment. This system will be used to identify problems.

A Summary of How Complaints Will Be Handled

Sexual harassment situations can often best be handled by immediate, informal resolution at the lowest organizational level. The model Unit/Office of Sexual Harassment Prevention will, therefore, provide technical assistance on informal resolutions as needed by the immediate supervisors, human resource or equal employment opportunity officials involved. **The emphasis will be on prevention, mediation and informal resolution, whenever possible.** Alternative resolutions, if appropriate, will remain an option throughout the complaint process.

A sexual harassment incident that originates in any of the city departments can be reported to either the supervisor of that department or directly to the Department of Human Resources - Unit/Office of Sexual Harassment Prevention. If a supervisor is informed of or is knowledgeable of a sexual harassment complaint/incident, he or she is mandated to report this incident to the Department of Human Resources immediately. Formal sexual harassment complaints will be investigated by the certified staff² of the Unit/Office of Sexual Harassment Prevention in a thorough and timely manner by establishing a response procedure that will expedite the processing of the complaint with his or her union.

Once an investigation is complete, a report will be given to the Director of Human Resources who will make a determination and recommend action. This determination and recommendation will be given to the parties concerned and to the appointing officer to carry out. If corrective action is to take place the affected party may grieve that action.

Conclusion

Initially the model sexual harassment unit will encourage the filing of more complaints and subsequent increased costs because individuals will be testing the new system to see if it works. After preventive education occurs, the new policies will lead to a cultural change in the work environment which will encourage more respect for all employees. This will eventually result in a decrease in costs associated with sexual harassment complaints and an increase in worker morale and workplace productivity.

² A draft of new certification standards is included with the appendix. Special additional standards may be necessary when investigating a peace officer.

WOMEN'S ECONOMIC AGENDA 1995

A Strategy for Women's Economic
Empowerment

*San Francisco
Commission on the Status of Women*

The San Francisco Women's Economic Agenda

Purpose

It was the planning committee's vision that this Agenda be embraced by government, and the public and private sectors to insure that women are given the necessary priority when introducing legislation, planning programs and services. Government should use this document to insure that it supports and creates laws that directly or indirectly benefit women. Employers can use this document to create "family friendly" workplaces. Foundations will hopefully develop their funding plans around the recommendations given in this agenda. Finally, we hope that the women who read this document will take personal responsibility for insuring that through their own personal or organizational influence, all these recommendations are addressed. This document has been distributed to City and County department heads, local/state and federal elected officials, private and public foundations and targeted employers, women's organizations, as well as everyone else identified by the participants. If you need additional copies, please contact the Commission office 25 Van Ness Ave., Rm. 130, San Francisco, CA 94102 or call at 415/252-2570.

Introduction

On October 21, 1995, the San Francisco Commission on the Status of Women convened 150 women for the first Women's Economic Agenda Summit with the idea of creating an agenda for women in San Francisco. The audience included a diverse group of women who either work or live in San Francisco and who are concerned about issues affecting women.

The preparation of this summit took over six months. The planning committee discussed its potential direction and eventual outcome. After discussing a variety of social issues faced by women the group arrived at the central theme for the summit - economics. The committee decided that, regardless of the issue, economics was the central most important factor contributing to the present status of women. After researching other similar conferences around the country, the planning committee arrived at a program for the summit which specifically addressed the areas of *business development, employment development and leadership development*. Business and employment development are essential to women's economic independence and leadership development is key to gaining access and insuring that women's needs are met throughout society.

EMPLOYMENT DEVELOPMENT

Facilitators
Commissioner Caryl Ito
Bozeman & Associates

Commissioner Rosa Rivera, Partner
R & A Supplies

Participating Panelists

Shirley Breyer Black, Consultant Local 790	Martha Jimenez, Regional Counsel MALDEF
Mona Mahara B of A Mgmt. Services	Madeline Mixer, Region Admin. U.S. Dept. of Labor Women's Bureau
Catalina Valencia, Sr. Cncl. Pacific Bell	Cleopatra Vaughns, Mgr. Comm. Rel. Blue Shield of California

Recorders

Suzanne Abelo-Ebanks Friends of the COSW	Rebecca Rolfe, Executive Director S.F. Women Against Rape
Mary Anne O'Shea Friends of the COSW	Belma Gonzalez, Executive Director Women's Need Center

Introduction

The U.S. Department of Labor Women's Bureau released the findings of the "Working Women's Count" survey in 1994. To many's surprise, it found that women do enjoy working outside of their home. However, it was found that the women see a number of barriers on the path towards equal opportunity in the job market. Additionally, the U.S. Department of Commerce Economics and Statistics Bureau of the Census reports, women outnumber men and have almost achieved parity in educational attainment but not earning equality.

FACTS ON WOMEN AND EMPLOYMENT

- 97% of senior managers of Fortune 1000 industrial and Fortune 500 companies are white; 95% to 97% are male. In Fortune 2000 industrial companies, 5% of senior managers are women and of that 5%, virtually all are white.
- In 1992 working women's median hourly earnings are 79.4 percent of men's; for

full-time wage and salary workers, women's median weekly earnings were 75.4 percent of men's; and media annual earnings for women were 70.6 percent of men's annual earnings.

- Forty-three percent of women who work part-time and 34% of women over 55 years old lack health insurance. These percentages far exceed the 18% of the population who lacks health insurance.
- In 1960, 35.5% of women were in the U.S. Labor force, while in 1993 it had grown to 54.1%. (Statistical Source: *Working Women Count! A Report to The Nation*, Women's Bureau U.S. Department of Labor; U.S. Department of Commerce Economics and Statistics Administration Bureau of the Census; *A Fact-Finding Report on the Federal Glass Ceiling Commission*, Washington, D.C.)

Summit Summary and Recommendations

The participants of the *Women's Economic Summit Employment Development* session, similar to the national survey, identified a host of issues that need to be addressed to insure that women have equal opportunity, at entry level and upper management jobs, and create economic independence.

The conversation yielded concerns over old familiar battles: the glass ceiling, sexual harassment, and the "sole woman and woman of color tokenization syndrome." Further, an intense discussion ensued regarding the current attack on Affirmative Action, (*California Civil Rights Initiative, CCRJ*) and the adverse effects that the repealing of this law will have on women's access to employment. In addition, the participants identified a myriad of issues which would create a "Woman Friendly" environment within the employment arena: child care, wage equity, creation of employment opportunities, training, as well as mentoring and training women and girls, to name a few.

EDUCATION AND TRAINING

- Create and expand employment counseling and "on the job training" opportunities for girls.
- Schools should develop curriculum in money management.
- Work with corporations to offer experience and mentoring opportunities.

- Programs to target marginalized populations (i.e. poor, of color etc.)
- Support after-school programs, such as the YWCA Mission Girls Program.
- Work with schools to bring together expectations and role modeling.

CORPORATIONS

- Seek technical assistance to transition to “woman positive” work environments.
- Hire from temporary employment agencies, as they represent employment experience opportunities for women.
- Partner banks with schools to develop programs that teach money issues to young women.

FOUNDATIONS

- Fund programs that offer women and girls economic independence.

GOVERNMENT

- Increase the awareness of the laws/guidelines and educate women on sexual harassment laws as set forth in the San Francisco City and County Administrative Code, 16.9-25, Chapter 6 of the California Fair Employment and Housing Act, and Title VII of the Civil Rights act of 1964, as amended and support complainant safe policy development.
- Promote legislation that insures economic equity for women.
- Support all lobbying efforts opposing the California Civil Rights Initiative (CCRI).

MARKETING

- Support images that value women’s work
- Promote women as consumers

LEADERSHIP ACTION

- To coordinate/develop a woman's support system/strategies to combat the historical impediments to the economic advancement of women (i.e., the glass ceiling).
- Make a commitment to young women, through the school system, youth's councils and other organizations.
- Women must organize, coordinate efforts, educate others, register to vote, and speak-out against the California Civil Rights Initiative **now** to insure the preservation of Affirmative Action. Get young women and other "unlikely" allies (i.e., corporations) to join.
- Educate other women on the stereotypes associated with the California Civil Rights Initiative (i.e., only for people of color) that tend to further divide women's communities.
- Create a "Woman-Friendly Corporation Guide" for distribution that annually lists the City's best employers for women. Based on guidelines to include companies that institute policies that reflect women employed in upper management, have salaries commensurate with that of their male counterparts, as well as having proactive policies that relate to sexual harassment, the glass ceiling, family leave, and child care. Issue "*Making the Grade*" report cards to corporations adhering to/adopting woman friendly guidelines.
- Women to practice "Femtoring" by mentoring other women in the workplace
- Women to support the appointment of women to decision making positions and to continue supporting as women achieve power.
- Create "On the Job Training" for girls.

BUSINESS DEVELOPMENT

Facilitators
Commissioner Cynthia Gissler, CFO
Notable Technologies

Commissioner Regina Phelps, President
Health Plus

Participating Panelists

Jadine Nielsen, Regional
Small Business Administration

Cecilia Phillips, Exec. Director
No. Cal. Suppliers Dev. Council

Sandra Sohcot, President
NAWBO

Gwen Kaplan, President
Ace Mailing

Darlene McKinnon, Deputy District Director
U.S. Small Business Administration

Recorders

Krishanti Dhamarja, Human Rights Ed.
Amnesty International

Patricia E. Fisher, President
Friends of the COSW

Elmy Bermejo
Friends of the COSW

Sharon Hoff, Director
Equity Training Concepts

Introduction

Current growth rates of women-owned businesses are higher than that of the overall economy and are making major contributions to the nation's economic health and competitiveness, according to a recent survey done by Dunn and Bradstreet Information Services in collaboration with the National Foundation for Women Business Owners. The surge in women's business ownership is an irreversible force and represents key economic growth for the United States. It is estimated that by the year 2000 women will own at least half of the nation's 30 million businesses.

While this trend creates greater economic freedom for women, there continue to be obstacles which women entrepreneurs must face. Despite the evidence that women-owned businesses are secure and solid investments, access to capital remains difficult.

FACTS ON WOMEN-OWNED BUSINESSES

- Women-owned businesses employ 35% more workers in the United States than the Fortune 500 companies do worldwide. The National Foundation for Women Business Owners and Dunn and Bradstreet estimate that there are 7.7 million women-owned businesses in the United States, providing jobs for 15.5 million people and generating nearly 1.4 trillion dollars in sales.
- Women-owned businesses are more likely to

have remained in business in the past three years than the average U.S. firm. Nearly three quarters (72%) of the women-owned firms in existence were still in business in 1994, compared to only two thirds (67%) of all businesses in the U.S.

- Women-owned businesses are generally as financially sound and as creditworthy as all U.S. firms. For example, the Dunn and Bradstreet Financial Stress Score shows that about the same percent of women-owned firms and all firms have the same low risk of failure. (Statistical Source: "Woman-Owned Businesses: Breaking the Boundaries," Dunn and Bradstreet Information Services Report in collaboration with the National Foundation for Women Business Owners, April 1995.)

Areas targeted for growth include: continuing development of planning and management skills, access to capital, and creation of helpful government regulations, such as fair tax structures and access to low-cost loans. Changes such as these, in conjunction with coordinated efforts to build support systems, mentoring programs, and leadership development for women entrepreneurs, are necessary for the continued growth and success of women-owned businesses.

Summit Summary and Recommendations

Participants of the Women's Economic Agenda Summit Business Development sessions created an agenda to address the challenges faced by women entrepreneurs participants sessions believe that women have a series of internal and external challenges to address in order to successfully start and continue to grow and develop their own businesses. The internal challenges include the development of planning and management skills as well as having the capital to insure the business survives. In addition, the participants felt that an external structure that supports women owned business was essential, including personal support systems, helpful governmental regulations, including fair tax structures, and most important again, access to capital (including low-cost loans).

In addition to the above technical suggestions, the participants were well aware of the roles women must play in their communities, such as, taking leadership in the political process, seeking support through women's organizations, being mentored and mentoring other women and girls. The participants believed that women must be proactive at creating a society that values women-owned business. To this end, the women's community as a whole must develop a plan of action that includes a series of strategies that will address specific areas for women in business. It was recommended to build on already existing initiatives and programs that are working to improve the conditions of women in business, as well as for future business owners.

The following are the findings of the San Francisco Summit:

ACCESS TO CAPITAL

- Banks must create women's directed capital.
- Banks and any other lending institution must develop tracks to address the needs of women-owned businesses including start ups, as well as, on-going "proven" businesses.
- Women must come together at a grassroots level to pull money together and invest in women owned businesses.

EDUCATION AND TRAINING

- Schools and community economic development programs to establish educational programs that will teach women and girls business related skills. While understanding different levels of need (no experience vs. extensive experience) the curriculum should include subjects such as: business as an option, potential failures, valuing life experience as education, self-esteem, money management, the role of technology, access to capital, working with banks, insurance, bonding, etc.
- Schools and related organizations (i.e., School Volunteers) to work with women's organizations to insure women business owners as role models in the classroom to inspire and prevent drop-outs.
- Schools to insure the implementation of title IX.
- Schools to develop relationship with existing mentoring and business related programs such as the Bay Area Network of Latinas mentorship program and An Income Of Her Own.

FOUNDATIONS

- Foundation grants to focus on funding women and girls needs, especially around the development of businesses.
- Fund programs that meet title IX requirements.

GOVERNMENT

- Local governments to set aside funds for women owned business, as well as to develop a partnership with banks to support the same.
- Elected officials to insure the preservation of governmental agencies and programs addressing women's concerns such as the Women's Bureau, the Small Business Administration, and the Advocate's office to insure that women's voices are heard.
- Insure the preservation of Affirmative Action contracting programs that assist women owned businesses
- Insure implementation of the White House Conference on Small Business' recommendations affecting women owned businesses.
- Appoint more women to legislative bodies of influence, especially to organizations and bodies that offer contracting opportunities.
- Explore entrepreneurial programs through HUD.
- Explore child care models that work in other countries to provide women for flextime programs. Provide incentives to businesses that provide child care programs.

MARKETING

- Make a personal commitment and encourage others, especially the media, to promote a more "real" image of women, including the elimination of the "superwoman" stereotypes.
- Support women-owned businesses
- Establish a "report tracking system" for businesses that support women-owned businesses through their advertising and lending efforts.
- Use cable access channels to promote women's issues.
- Develop and promote "family-friendly" companies (large and small). Promote the benefits to the bottom line.

LEADERSHIP ACTION

- Develop and support regular columns and feature programs in the media.
- Encourage the development of promotional programs that value women as consumers, and at the same time promote women owned businesses.
- Create a information sharing system through On-line services, with the emphasis to share information from major sources such as the Library. Explore the creation of a central information source such as the one at the Commission on the Status of Women.
- Develop a central talent bank of names with resumes for matching positions (at all levels). Advertise the existence of this bank to alert government, private and public sector of women and girls who can serve on boards, as volunteers and as mentors.
- Women must be represented on all decision making bodies, including legislative boards and commissions, private and corporate foundation boards, business associations and corporate boards. Every entity to develop a “formula for success” and a report card to insure that we all understand how many and by when.
- Provide mentorship and role model opportunities to other women and young girls, especially those with specific needs (ie. women of color).
- Develop conferences and other role modeling opportunities (i.e. videos) for women and girls. Develop programs around important women’s events, such as Women’s History Month.
- Women to provide support to other women who want to serve on boards and commissions.
- Women should hire other women
- Encourage men to be a part of the solution.
- Develop a network of like-organizations, as well as all

women's organizations, such as NAWBO's Northern California Women's Alliance. Every existing organization to make an effort to connect and be informed on other organizations for the purpose of information sharing, support, political and legislative lobbying.

- Communicate with governmental organizations elected officials to endorse/oppose legislation or governmental actions, such as Affirmative Action, that will affect women owned businesses.
- Develop a conference modeled after Women's Opportunity Week (WOW) to create awareness for women's needs and bring together a host of organizations to address the same.

LEADERSHIP DEVELOPMENT

Facilitators

Commissioner Patricia W. Chang, Exec. Director
The Women's Foundation

Commissioner M. Terri Hanagan, Vice President and Public Liason Representative
Bank of America Government Relations Department

Commissioner Sharron Treskunoff, Bailey, Housing Consultant

Participating Panelists

Honorable Barbara Kaufman
S.F. Board of Supervisor's

Honorable Louise Renne
San Francisco City Attorney

Mary Hughes, President
Stanton, Hughes & Shafer

Anne Marie Cervantes, President
S.F. Hisp. Chamber of Commerce

Fiona Ma, President
Asian Business Association, Inc.

Marcia Smolens, President
HMS Associates

Recorders

Clara Crosby
Consultant

Jeannette Juniel
Heller, Ehrman, White & McAuliffe

Toni Schmidt
Paul, Hastings, Janofsky, & Walker

Tricia Stapleton
The Women's Foundation

Introduction

It is essential to promote the political involvement of women in the governing process to ensure the economic advancement and survival of all women. From the U.S. Senate to the local school board members these elected officials wield the influence to change the current structure. With women being grossly under represented in all power positions there must be a shift in national consciousness to achieve equality. Women continue to climb the political ladder, but we haven't yet reached the top - or even the mid way point.

FACTS ON WOMEN IN LEADERSHIP

- 1994
Voters in California sent six out of seven women incumbents back to the House of Representatives and elected two new women.
- Of the 52 members' delegations to the House of Representatives, 8 are women, an increase of one from the previous session.

- **1995**
One woman was serving as Governor, down from a high of four in 1994

Nineteen were serving as Lt. Governors, surpassing the previous record of 11.
- 1,535 or 20% of the 7,424 state legislators in the United States are women, including the 17% of state Senate seats and 22% of state house seats. (*Statistical Source: California Elected Women's Association for Education and Research. CEWAER*)

Summit Summary and Recommendations

Understanding the need for political parity in achieving economic equality, the participants also acknowledged the need for leadership development; the importance of expanding the definition leaders to include women of excellence beyond elected/appointed officials. The participants also stressed the importance of women valuing their development of non-traditional leadership skills.

In conclusion, leadership development and political parity are symbiotic to achieving the desired economic equality. To this end, the following section will offer recommendations to reach this goal.

PROGRAM DEVELOPMENT

- Develop leadership programs where women are available as role models in schools. Make a commitment to girls and help them to "unlearn" stereotypes.
- Create leadership development opportunities for under represented communities, including those facing economic and/or language issues.
- Develop leadership programs that feature women's history and role models, emphasizing skills that include integrity of character, authenticity, strong knowledge, high energy, warmth, decisiveness, and accessibility.

WOMEN AS LEADERS

- A data base of qualified women to recommend to leadership positions. Develop a central talent bank of names with resumes for matching positions (at all levels).
- Women must be represented on all decision making bodies, including legislative boards and commissions, private and corporate foundation boards, business associations and corporate boards.
- Develop a report card on elected officials, especially women. Hold them accountable by insuring that their agenda/platform is proactive, visionary, and inclusive of needs of the women community.
- Provide mentorship opportunities to other women and young girls and help them recognize their own leadership skills, especially women and girls not usually represented (i.e., women of color).
- Make a commitment to young women, through the school system, youth councils and other organizations.
- Women to support the appointment of women to decision making positions and to continue supporting as women achieve power.
- Create a "Junior COSW." Groom the next generation.
- Practice continue dialogue with individuals and organizations for support and information sharing.
- Women to support a language that is inclusive of/to the host of women that comprise the women's community and to advocate a "level playing field" for *all* women.

The San Francisco Commission on the Status of Women Publications List

1. **"How To Create A Workplace Free of Sexual Harassment"**
The handbook outlines the current laws pertaining to sexual harassment, addresses the concerns and rights of both employer and employee, and provides resources. Limited number also available in Spanish and Chinese.
2. **"Within Your Reach - How To Get That Appointment"**
The booklet is a practical guide on how to get appointed to commissions, task forces and advisory boards for the City and County of S.F.
3. **"The Charan Investigation Report"**
The study looks at the City's response to a domestic violence homicide. Gaps in the service system are identified with recommendations on how to improve the City's response to domestic violence.
4. **"Sexual Harassment Task Force Plan & Recommendations"**
(April 1996) A plan to implement changes in the City of San Francisco sexual harassment policies & procedures. Includes a list of resources, common questions and answers, a training model and other materials.
5. **"Sexual Harassment Complaint Procedures in City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Processing of Complaints."**
This report, by Merrick T. Rossein Associates, examines the City's policies, assesses the costs of sexual harassment, evaluates procedures, and includes recommendations for effectively responding to sexual harassment.
6. **"Statistical Data on Women" (October, 1996)**
Charts, statistics and demographic information on women's economic status, employment, business ownership and education including local, state and national information.
7. **"Women's Economic Agenda 1995: A Strategy for Women's Empowerment"**
This report addresses employment, business and leadership development and summarizes the findings of COSW's Women's Economic Agenda summit.

SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN

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1996-97 ANNUAL REPORT



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**SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN**

SAN FRANCISCO COMMISSION ON THE STATUS OF WOMEN

1996-1997 Annual Report

Willie L. Brown, Mayor

1996-97 Commission Members

Sharron Treskunoff Bailey, President

Caryl Ito, Vice President

Julie Brandt

Patricia Chang

Cynthia Gissler

Regina Phelps

Rosa Rivera

Sonia Melara

Executive Director



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A MESSAGE FROM THE DIRECTOR

Much has happened since the passage of Proposition E, which incorporated the Commission on the Status of Women into the Charter, making it a permanent department of the City in 1994. This department has grown significantly, adding more staff and increasing its ability to address more issues and programs. It has developed a strategic direction for Violence Against Women programs and has become more involved with other organizations and bodies to insure that the needs of women are met.



Welfare Reform has presented many challenges and opportunities for all of us, especially since Welfare Reform is perceived by most women's groups as another attack on women and children. I have participated in the Mayor's Welfare Task Force Steering Committee, along with other department heads, to examine the welfare reform issue. Together, with members of the community, we oversaw the development of the Task Force recommendations. The result is that, for the first time, we have a perspective on the reasons why some women are on welfare. We have concluded that the lack of and/or limited access to education and training prevent women from properly caring for themselves and their family. Furthermore, we have confirmed that, without adequate child care, most women can not be fully employed. Many for the first time realize that welfare mothers are not just looking for a handout, but for an opportunity. Many individuals, businesses and organizations have responded by creating innovative programs with positive lasting results.

We continue to work with the Mayor's Office and the Department of Human Resources to insure the implementation of the Sexual Harassment Task Force. Furthermore, our staff has provided training on these new policies to several City departments and hundreds of City employees.

Our Violence Against Women program staff are now developing a strategic plan which will, among other priorities, guide us on a more pro-active path into the future. Welfare reform has given us the incentive to plan ahead for more transitional programs for women who are survivors of domestic violence. We have been working to insure that we invest more resources in the development of a prevention program which will help eliminate violence against women. Our new direction will open the door for new programs and new communities who have not been reached in the past.

The Commission has begun to focus on the needs of women and young women through our Girls and Young Women Sexual Assault Task Force and our involvement with the "Out of Sight, Out of Mind" report. Girls and young women will constitute a major piece of our future direction at the Commission. We have continued to strengthen our connection to the women's community through our special events, technical assistance and organizational participation.

Sonia Melara
Executive Director

Commitments and Responsibilities

During 1996/97 the Commission reaffirmed its mission: to foster the socioeconomic, political and educational advancement of women and girls throughout San Francisco; to insure equal treatment and services to women and girls from public agencies and the private sector by assisting City and County government to develop and implement policies, legislation and programs which address the needs of all women and girls. The department's priorities are to address economic barriers (in employment and business) and violence against women. The department will focus on programs which specifically impact women and girls whose needs have not yet been addressed fully (i.e. women of color).

The COSW re-prioritized the 1995 strategic plan to address present needs and to insure that women's economic development was reflected in all programs and activities. The following became the 1996-97 priorities:

Current Commitments

As part of our ongoing work, the department is presently committed to completing the following activities:

Welfare Reform: Participate in the Mayor's Welfare Reform Task Force and other networking activities.

Prostitution Task Force Recommendations: Hold a hearing in February 1997.

Out of Sight, Out of Mind Report: Form a task force that will develop a plan to implement the report's recommendations regarding girls in the criminal justice system.

Sexual Assault: Establish a Sexual Assault Task Force to develop initiatives and services modeled after our work in domestic violence. In addition, respond to assignment to oversee the development of another task force specifically comprised of girls between 13 and 24 years old for the development of services and policies around young women's sexual assault.

Sexual Harassment: Monitor the Task Force's implementation plan and recommendations. In addition, COSW plans to conduct city-wide Educational meetings with City workers to inform them on the new procedures.

Employment discrimination and sexual harassment calls: Continue to handle these ongoing calls/cases.

Special Events: Hold three major special events to recognize individuals and organizations that have made a difference in the areas of health, young women's empowerment, the arts, domestic violence and employment and economic advancement.

Employment and Economic Development Goal:

In light of Welfare Reform, the passage of Proposition 209, immigration issues and overall competition for funding (general funds and others), the COSW is proposing that the development of long term economic development for women become an emphasis in all priority areas.

Objectives:

- Insure the implementation of the 1995 Women's Economic Agenda recommendations.
- Develop a strategy to maintain/improve affirmative action programs in the City and work toward the elimination of the glass ceiling.
- Work with City departments and the Youth Commission to develop economic development programs for young women.

Violence Against Women Goal:

In addition to insuring that we move toward the development of more economic development for survivors of domestic violence, our overall emphasis in this area should be to increase public awareness of violence against women and girls and to create educational campaigns throughout the City.

Objectives:

- Develop/advocate for programs that support the transition of women and children survivors of violence in achieving economic independence.
- Develop a public awareness campaign on violence against women.
All campaigns should include outreach to the diverse San Francisco communities and must be multilingual.
- Incorporate sexual assault, violence in the workplace (domestic violence and violence against women at work) and child sexual abuse as defined parts of the overall theme of violence against women and as specific elements of the COSW's policy work.

Organizational Development Goal:

Develop and establish the COSW's public image within City government and throughout the City to insure the achievement of the above focus areas and activities:

Objectives:

- Develop a strategy to insure that City agencies and elected officials understand the role that we play within City government.
- Facilitate City government and community focus groups to develop an informed work plan that reaches out to different sectors of our constituency.
- Strengthen our collaborative efforts with other departments (i.e. MCJC, MOCD, MOYCF etc.) to influence the funding processes and criteria.
- Initiate grants to develop programs (non-existent) through government and private sector entities.

Other

As resources become available, the Commission will address the following:

Health Care for Women: Work closely with the DPH's Women's Health Task Force to respond and collaborate where needed.

Housing Issues: Continue to work with the Mayor's Office of Housing to advocate on behalf of women, especially as it applies to battered women.

Substance Abuse Related to Women: Continue to develop strategic planning regarding the issues of women who abuse substances, especially as they relate to women in the criminal justice system.

ACCOMPLISHMENTS

VIOLENCE AGAINST WOMEN PROGRAMS

Fiscal Year 1996-97 was a period of strategic change and growth for COSW's Violence Against Women (VAW) programs. In late 1996-97, we hired new staff and were able for the first time to focus on two major department areas: Program Administration and Policy Development. As a result of this organizational growth, the Commission significantly improved grant program management, expanded its



focus on domestic violence to include sexual assault as part of the continuum of violence against women, and conducted unprecedented outreach to San Francisco's diverse communities. COSW's Violence Against Women Programs increased in scope with first-time funding for sexual assault services. This included the development of first-time funding for comprehensive community-based prevention education which addressed sexual assault as part of violence Against women issues.

Administration of Violence Against Women Programs

During Fiscal Year 1996-97 COSW administered 17 Violence Against Women (VAW) Program contracts with ten agencies, totaling more than 1.5 million dollars (summary attached). This process involved the creation of the Commission's first RFP (request for proposals) for sexual assault services. In addition, COSW staff completed its first comprehensive evaluation of all funded agencies. With this process, the department improved its monitoring and reporting practices related to VAW Programs.

Sexual Assault Focus

Historically, San Francisco's service delivery system for survivors of sexual assault has been compartmentalized and fragmented. In early 1996, the San Francisco Commission on the Status of Women and the Department of Public Health began working together with community-based organizations to develop consolidated, comprehensive sexual assault services, which involved the Police Department and the District Attorney's office in a coordinated citywide response to sexual assault. As part of this initiative, the City and County of San Francisco now offers two critical new services to survivors of sexual assault:

- a consolidated twenty-four hour Rape Crisis Line with multi-lingual counseling and referrals for survivors and their families; and
- a comprehensive **Advocacy and Accompaniment Program**, which sends advocates to police stations and hospitals to give survivors immediate assistance and to provide follow-up advocacy with the criminal justice system, thus insuring that survivors receive the support and counseling services they need.

To provide these important services for the City, during FY1997-98 the COSW awarded a one-year grant to long-time community organization, San Francisco Women Against Rape, with monies transferred from the Department of Public Health.

As part of San Francisco's improved response to sexual assault, our Police Department and the District Attorney's Office have shown their commitment by establishing new programs, dedicating more staff, and working closely with community agencies.

Additionally, COSW has been coordinating the City's efforts to establish a seamless system of service delivery.

As part of our agreement with the Department of Public Health, the Commission has established an Adult Women Sexual Assault Task Force whose Executive Committee includes the Department of Public Health, Police Department, District Attorney's Office, Probation Department, Mayor's Criminal Justice Council and the San Francisco Coalition Against Sexual Assault. As the Task Force continues to coordinate and improve sexual assault services, members are cognizant that changing societal attitudes and developing effective intervention strategies for San Francisco's multi-cultural and multi-lingual communities require a true commitment and investment on the part of the City. With this commitment, a cost-effective, high-quality service delivery system is being instituted in San Francisco that will truly serve the needs of sexual assault survivors.

Focusing on Young Women

In response to rapes against young women that occurred in January of 1996, Supervisor Angela Alioto called for a public hearing. She was very concerned with the impact that rape and assault was having on girls and young women. Testimony from girls and young women and the lack of services to survivors of rape compelled Supervisor Alioto to request the creation of a task force on the sexual assault of girls and young women in March 1996.

Supervisor Alioto asked the Commission on the Status of Women to establish the task force, in cooperation with the Youth Commission, Mayor's Office of Children Youth and Families and the Department of Public Health. The task force was to look at the depth and scope of sexual assault of girls and young women, compile data, determine the existing resources and make recommendations for improving the city's response to this crime. Moreover, the leadership of this task force was to be comprised of young women and girls. A group of adult advisors was also to be created to lend technical assistance and provide support to their efforts. Criteria for membership in the task force was to be developed and written by the young women, with outreach and recruitment efforts to be conducted by both the youth and adults. Future efforts would include funding for the administration of the task force and identifying the projects the young women and girls wished to emphasize and work on.



Review of Domestic Violence Prevention Agencies

The COSW completed the first major review of the funded domestic violence programs. The evaluation included a thorough analysis of the statistical reports, financial management, reporting system, personnel and administrative overviews. The 60 page final report, "*Review of Domestic Violence Prevention Agencies Funded by the San Francisco Commission on the Status of Women*," included a series of recommendations for future reporting and strategic planning for the programs. This represented the first evaluation document produced by the COSW since the department began administering programs in 1989.

Planning for the Future: Strategic Plan

This year the Commission embarked on a long range planning process. As part of this process, the COSW held its first Violence Against Women Strategic Planning meeting on December 11, 1996, which included representatives from eleven community agencies. Once the initial plan was drafted, the initial participants were invited to share their perspectives on the plan. COSW staff also met with representatives from a number of other community organizations. A semi-final draft report was then forwarded to interested organizations, and agency feedback was incorporated. After many revisions and much thoughtful planning in developing the vision for the next three years on violence against women program funding, the strategic plan was completed and approved by the Commission. The final plan is attached to this annual report.

Violence Against Women Prevention Education

The Request for Proposals for Institutional Change was due to be released for a one year grant during Fiscal Year 1997-1998. The COSW took this opportunity to begin implementing strategies outlined in the new VAW strategic plan by expanding the purpose of this grant and changing the title from "Creating Institutional Change: Domestic Violence Prevention, Education and Training" to *Violence Against Women Prevention Education: Public Awareness Campaigns, Training Programs, Community Outreach and Education*. The grant now requires that proposals for violence prevention education "address domestic violence and include sexual assault as part of the continuum of violence against women."

Funding priorities for the Commission's Violence Prevention Education RFQ were changed to fall into three main areas: public awareness campaigns, training programs, and community outreach and education. Priorities will include prevention strategies that respond to community needs and have been created with leadership from community

members; reflect efforts to reach specific communities through personalized outreach programs and utilize strategies to reach the general public with local media-based citywide public awareness campaigns; incorporate school-based programs; and promote collaborations with community groups and service providers. The priority communities (target groups) identified in the RFQ included women of color — particularly African-Americans, low-income women, girls and young women aged 12-21, immigrants, lesbians and non-English speakers.

The COSW sought out proposals for community-directed, neighborhood-based, comprehensive violence prevention education programs and services that would be successful at reaching the general public and specific communities, and would be accessible and culturally competent. Applicants were encouraged to pool resources, share administrative costs, work in partnerships, build broad-based coalitions, and collaborate with other groups. Proposed programs needed to be cost-effective, outcome-oriented, and utilize partnerships and collaborations. Applicants were also required to demonstrate their qualifications to provide programs and services that would be relevant, effective, culturally competent, language accessible, and appropriate for San Francisco's diverse communities. These changes addressed the Commission's commitment to reaching out to the wider community, making funding more accessible, and to emphasizing diversity, inclusion, and broad-based community access.

During the outreach phase of the Request for Proposals, 1,800 public announcements were mailed directly to members of the community and public service announcements were issued to approximately 70 media outlets. The Commission used these outreach strategies because it was interested in funding a variety of community-based organizations, including ethnic-identified, human rights, social justice, community organizing, faith-based, and neighborhood groups, as well as non-profit agencies, independent consultants and service providers. The response to the RFQ was remarkable, with more than sixty Application Packets picked up at the Commission office, with more than thirty organizations represented at the Bidder's Conference, and with fourteen applications received. The change in program focus and outreach resulted in funding nine new community-based violence prevention programs with a one year grant during Fiscal Year 1997-98.

Programs Newly Funded in FY1997-98

Bayview Hunters Point Foundation for their Women Against Violence Everywhere Project to provide school, community and agency based violence against women prevention education to school-aged girls and their mothers.

Community United Against Violence for their Lesbian/Bisexual/ Transgender Women's Media campaign to increase lesbian, bisexual and transgender women's awareness of violence against women, and their access to direct services.

Cultural Odyssey, a Medea/Glide Collaboration to develop a theater production in which survivors address violence against women, poverty and race; and then to stage a community performance series.

Girls After School Academy for a Family Violence/Sexual Assault Prevention Program to provide presentations to adults and children in the Sunnydale area regarding dating violence, domestic violence, sexual assault and sexual harassment.

Horizons Unlimited for their Young Women Arise Project to provide violence against women peer education to youth in the Mission and Western Addition.

SF Consortium on Elder Abuse Prevention for a Training Program for Service Providers to develop domestic violence/sexual assault assessment tools, and provide cross-training for violence against women/elder service agencies.

SF Neighborhood Legal Assistance Foundation for their Prevention Education in Middle Schools Program to develop curriculum and provide domestic violence and sexual assault prevention education to middle school students.

San Francisco Women Against Rape for their Students Talking About Non-Violent Dating which provides peer prevention education to high school students regarding violence against women.

UC-San Francisco Center on Deafness for their Domestic Violence/Sexual Assault Prevention Program to provide prevention workshops to deaf and hearing-impaired children and adults, and to provide technical assistance and staff training for violence against women agencies and shelters.

Public Awareness

The Commission has joined a host of community service providers, activities, elected officials and media to raise awareness about the many issues affecting women. On March 25, 1997, Mayor Willie Brown held a press conference to kick off Sexual Assault Awareness Month, and to spotlight two new programs established by the COSW: 1) a consolidated twenty-four hour **Rape Crisis Line**, which offers multi-lingual counseling

and referral services for victims and their families; and twenty-four hour **Advocacy and Accompaniment** services, which dispatches victim advocates to police stations and hospitals to provide immediate counseling and follow-up advocacy and support for sexual assault survivors. Joining the COSW as speakers were the District Attorney's Office, the San Francisco Police Department, the Department of Public Health and San Francisco Women Against Rape.

On April 27, 1997, the Commission joined San Francisco Women Against Rape in sponsoring **Resist Rape: Speaking Truth, Making Connections, Organizing for Survival**, a community rally in Dolores Park which featured speeches from activists in the anti-rape movement, self-defense demonstrations, a survivor speak-out and local resources. The publicity generated by the rally prompted numerous women to contact the COSW, Women Against Rape and other sexual assault service providers.

At the April 28, 1997, Board of Supervisors meeting, the Honorable Barbara Kaufman, President, presented a **Sexual Assault Awareness Month Resolution** to the COSW. Representatives of San Francisco Women Against Rape presented the Board with **Names Of Resistance**, a poster representing the hundreds of women and girls who resist rape each day of the year.



EMPLOYMENT AND ECONOMICS

Women's Economic Summit Recommendations

The COSW published a report on the recommendations generated from the 1995 Women's Economic Summit, entitled "*The Women's Economic Agenda*." This report was distributed to public and private (for profit and non profit) entities in the fall of 1996. As a result, on November 4, 1996, Supervisor Kevin Shelley led a hearing on the recommendations generated by the 1995 Women's Economic



Agenda Summit to promote their implementation. Supervisor Susan Leal took a lead in addressing some of the recommendations. The recommendations presented to the board included:

The Commission on the Status of Women requests that the Board of Supervisors recommend/urge the Mayor and City's Departments to collaborate in developing initiatives that will address women's economic needs. Furthermore, the Commission requests the support necessary to coordinate the implementation of the following recommendations:

- That the City create mechanisms to preserve programs that promote equal opportunity for women and girls throughout the City, and protect Affirmative Action.
- That because, the Commission on the Status of Women recognizes that welfare reform affects primarily women and their children, COSW requests that the Mayor's Welfare Reform Task Force maintain a commitment to the development of initiatives that would directly impact women, especially poor and immigrant women and children presently receiving City services. And furthermore, we request that the City create an interdepartmental mechanism to insure internal collaboration and coordination of services for women and girls.
- That the COSW's Data Base of women seeking appointments be further developed to provide a centralized system when considering appointments to boards, commissions and management positions, in order to insure a wide representation of women throughout the City. And that City appointing officers (i.e. Board, Mayor, Department Heads) refer women to be listed in this centralized Data Base and at the

same time use the central information when considering appointments to leadership positions in City government and the private sectors.

- That the City take the lead in establishing Family Friendly workplace practices, and encourage the private sector to do the same. That the city evaluate existing programs, such as the City Attorney's Child Care Program and the San Francisco Airport PAL Care collaborative program, and determine how they can be duplicated in other City departments/sites.
- That the City establish a collaborative effort with the San Francisco Unified School District, City and community youth agencies and the private sector, to insure the development of leadership/mentorship programs that address the special needs of young women and girls.
- That the City provide the Commission on the Status of Women with the services of a grant writer(s) to secure public and private grants for developing comprehensive programs within City Government and in the community to address the needs of women and girls. This resource would assist the Commission and the City to supplement presently funded programs.
- That the City maintain and expand business loan funds to women in direct proportion to the number of women owned-businesses in San Francisco. That these funds, such as those administered by the Mayor's Office of Community Development, should be made available to micro and small women-owned businesses, especially those without resources to secure traditional loans.

Most of the above recommendations have been included under other accomplishments throughout the year. In addition, some of these priorities will be incorporated unto the COSW's 1997/98 and 1998/99 fiscal years plans.

Family Friendly Round Table

In early 1997, the COSW convened the first Family Friendly Round Table to discuss employment issues faced by women in the workplace (family leave, childcare, etc). The participants included members of the private and public sector. This marked the beginning of a discussion that for some time has been a priority for the Commission, but due to other needs has not been addressed appropriately. The COSW will be addressing this area, identifying it as a major priority in FY 1998-99.

Sexual Harassment Program

In early 1996 the Board of Supervisors had adopted a new sexual harassment policy for the City and County of San Francisco. ADMINISTRATIVE CODE, SECTION 16.9-25. This included the work of the Sexual Harassment Task Force and represented intense negotiations with a variety of City Departments. A report was released and the implementation phase begun.



The implementation of this new policy led to the development of a program reviewing the new regulations and the training needed, related to sexual harassment regulations and prevention education within the City and County of San Francisco's departments. As a result, COSW staff has trained close to 300 top management officials in 13 different departments in sexual harassment prevention. The program has been enthusiastically received and appreciated by those trained. The sexual harassment program included the development of a 16-page questions-and-answers booklet, a separate list of resources for city employees and non-city employees throughout San Francisco, and a chart of the EEO complaint procedures.

In addition, we have monitored the implementation of sexual harassment procedures drafted by the Department of Human Resources and have worked with the department and others to support the allocation of funds for the two new sexual harassment investigators/EEO specialists originally recommended by the Task Force. These two positions were funded for the 97/98 fiscal year.

Welfare Reform

COSW staff has been working with members of the Community and City departments to address the implementation of Welfare Reform. Our staff represented the Commission on the Steering Committee of the Welfare Reform Task Force. We were instrumental in insuring that a member of the San Francisco Domestic Violence Consortium was appointed to the Welfare Task Force to represent the needs of battered women on public assistance. In addition, we worked with community service providers to raise the issue of the impact of welfare reform requirements on battered women and subsequently worked with the Department of Human Resources to establish a waiver process for battered women, policy development and training.

San Francisco Fire Department

A member of our staff participated in the SFFD Task Force which was convened for the development of the Cadet and Officer Candidate Programs. The Cadet Program was oriented to the recruiting and training of individuals who have, through volunteer or contribution, demonstrated San Francisco Fire Department service to the San Francisco community. The Officer Candidate Program development emphasized the necessity of training and developing candidates prior to promotion and their becoming an officer. The goal was that this program development would result in a more highly motivated and determined candidate with the experience and knowledge necessary to be an effective and competent officer. The COSW goal has been to insure that women comprise a large number of these officers in the future.

Discrimination Complaints and Technical Assistance

The Commission on the Status of Women has been receiving up to 50 calls a month asking for assistance. These calls have ranged from requests for job information, statistics, and employment related matters, to queries about sexual harassment and sex discrimination. The passage of Proposition 209 has significantly increased the number of calls from interested individuals asking about the impact of the law and seeking technical assistance. Sexual harassment calls have accounted for approximately half of the calls received. Each of the callers (approximately one-half from city employees and one-half from City and County residents) have been supplied with information or materials, referrals and requested technical assistance.

Statistical Data on Women

In 1996, the COSW published a 60-page report on *Statistical Data on Women: Demographics, Economic Status, Employment, Business Ownership & Education*. This report is the first of its kind for the City and has been distributed throughout San Francisco.

Appointments and

Leadership Development

The Commission has been developing a leadership database containing the appointments made by the Mayor and Board of Supervisors by name, ethnicity, gender and orientation and position in San Francisco's appointed



leadership. This information will be used to review and evaluate the parity of San Francisco's Leadership with the diversity of the City. The City's new charter calls for "the composition of each appointive board, commission or advisory body of any kind established by this Charter or Legislative act of the United States, the State of California or the Board of Supervisors shall: Be broadly representative of the communities of interest neighborhoods, and the diversity in ethnicity, race, age and sexual orientation of the City and County and have representation of both sexes..." With these goals and mandates in mind, the COSW will be providing the Mayor and the Board of Supervisors with periodic reports on present appointments. In addition, the Commission, as prescribed by our mandate, will work with individual women and community organizations to develop a talent bank of women interested in appointments. The names in the talent bank will be made available to the Mayor and Board of Supervisors for consideration.

WOMEN AND GIRLS IN PROSTITUTION

On August 1, 1996, the San Francisco Task Force on Prostitution's Final Report was released. The Commission on the Status of Women had been represented on the Prostitution Task Force since it was established by the Board of Supervisors. However, the Commission did not have the opportunity to examine the report recommendations prior to the report becoming final.

The COSW has taken the position that, while most issues affecting women and girls in prostitution were addressed by the Task Force, the thrust of the Report was based upon the decriminalization of prostitution and other recommendations, which addressed areas of concern such as gender parity, health, housing and social services, services for incarcerated and chemically-dependent women and girls, and criminal justice response to the victimization of marginalized women. However, issues of prevention, victimization and transition were not clearly addressed and do have a higher priority under the Commission's mandates and perceived needs.

The Prostitution Task Force Report did include excellent recommendations in the areas addressed. However, it did not reflect the diversity of community opinions and experiences (such as surviving violence as a prostitute or the impact of street prostitution on neighborhoods). Nor did the report address several key issues in relation to prostitution:

- poverty, employment, Welfare Reform, and women's economic development issues;
- the high incidence of victimization and exploitation of women in prostitution; and
- the importance of prevention education, intervention services, and viable alternatives.

An issue of particular importance to the Commission, women and economics, was also missing. Since the basis of prostitution is the exchange of sexual favors for money, the Commission believes that a meaningful discussion of prostitution must address the economic status of women. Prostitution has been inextricably linked to poverty, employment and economic development. With these factors in mind, the Commission has strongly supported women making choices about what they need to do to survive economically, and to support themselves and their children. COSW believes that until women have equal access to employment opportunities and their economic status is comparable to the status of men, a woman's choices are compromised.

The COSW believes that for the most part prostitution has been driven by women's responsibility to provide the basic necessities for themselves and often their children. Testimonies presented at the COSW hearing (see below) showed that only a small percentage of women would consider prostitution a career of choice. The latter choice was usually linked to class, race and skills. The anticipated economic devastation expected in the wake of Welfare Reform makes it imperative to address women's economic development in relation to prostitution. In light of Welfare Reform, the City's role becomes critical in insuring viable alternatives to prostitution and in assisting women achieve economic independence.

Prostitution Hearing

To broaden and expand the perspectives expressed in the Prostitution Task Force report, the Commission concluded that there was a need to hear from women whose experiences, points of view, and suggestions were not included in the report. The Commission was determined to reach out to those who were left out, so that other voices in the community could be heard and considered by the COSW when developing recommendations for the Mayor and Board of Supervisors. The Commission was committed to providing inclusion and diversity, to seeking testimony from women regarding their experiences of victimization and exploitation in the sex industry, and to eliciting their ideas about prevention education, intervention services, and viable alternatives to prostitution. The Commission decided to provide a forum where government officials would join Commissioners in listening to the experiences and recommendations from women in prostitution.

The San Francisco Commission on the Status of Women held a Public Hearing on Violence Against Women and Girls in Prostitution on April 17, 1997, in the Board of Supervisors' Chambers. To insure an accessible hearing, the Commission conducted extensive community outreach and publicity efforts. The response was impressive, with more than 300 people in attendance and 40 speakers giving testimony. The public

hearing, with Supervisor Tom Ammiano presiding, provided an opportunity for current and former sex workers to testify about their experiences with prostitution. While some testified about their satisfaction with their work, the vast majority testified about the lack of choices and the violence they had faced and described what little happened when they tried to get help. Advocates and service providers discussed the importance of prevention education, intervention services, and viable alternatives to prostitution.

TECHNICAL ASSISTANCE/PUBLIC INFORMATION AND COLLABORATION

The COSW receives daily calls about its work. The Media has used the Commission as one of their primary sources of information when covering women's issues. The COSW staff have responded to the following kinds of calls, providing information and support relating to technical assistance to members of the public (including educators, students, media, community organizations, etc.); sexual harassment and sex discrimination; health policy; mentoring; fundraising; violence against women; prostitution; human rights; statistics on sexual assault; teen violence; domestic violence; VAW services; cultural issues regarding domestic violence; criminal justice response to VAW; legislation; victim advocacy; domestic violence; sexual assault; and judicial handling of Orders of Protection.



The Commission worked with **Congresswoman Nancy Pelosi's** office, urging her support of the **Lowey Amendment** to the Family Violence and Prevention Services Act.

The Commission assisted the **Police Department** in writing a proposal for the **Domestic Violence Emergency Response Team grant** which resulted in the Team being funded for two years. The staff also served on the Review Committee for the hiring of advocates for the program once funding was secured.

COSW staff provided support and technical assistance to the **Department of Public Health on Domestic Violence in the Workplace Policy Development** and served on the City's Violence in the Workplace Committee sponsored by the City Attorney's Office.

The Commission lent its expertise to the **State Department of Health-Maternal Child Health** through its participation on several panels reviewing proposals for funding. This resulted in local programs receiving funding for local VAW programs.

The Commission was invited to meet with **Ofelia Calcetas-Santos, United Nations Special Rapporteur** on the Sale of Children, Child Prostitution and Pornography, on December 19, 1996, to discuss relevant activities in San Francisco, including services to survivors and prevention programs.



Several members of the COSW staff participated in a variety of neighborhood Youth Summit meetings held in various neighborhoods throughout the City and sponsored by the **Mayor's Office of Children Youth and Families**. Our staff participated to insure that the discussion addressed the special needs of girls.

The Commission continues to be a strong participant of the **San Francisco Family Violence Council**. On January 10, 1997, the Commission was represented at the Second Annual Family Violence Coordinating Councils. The council recently created the **Domestic Violence Death Review Team**. The Commission's Violence Against Women Policy Administrator Co-Chairs this team along with a staff member of the **District Attorney's Office**. As a result, our staff facilitated a round table discussion on San Francisco's Death Review Team at the State Department of Health-Maternal Child Health's Domestic Violence Conference held on April 17, 1997.

COSW provided critical testimony to the **Board of Supervisors on the VINE (Automated Victim Notification Services)**, which provides the custody status of rape and domestic violence offenders to victims and witnesses, and participated in the planning and implementation of the program with the **San Francisco Sheriff's Department**. COSW conducted outreach for the first orientation session to service providers in the VINE program.

We participated in a panel for **Freedom Forum** (a media organization that serves working journalists, as well as journalism students and faculty), focusing on media coverage of violence against women. The presentation and discussion underscored the need for continuous and intensive work with local media regarding coverage of violence against women incidents and issues.

We provided testimony to the **Office of Criminal Justice Planning** on behalf of San Francisco's shelters for battered women, which served to prevent the implementation of an allocation re-distribution plan that would have reduced the amount of funding for shelters in the City.

The staff worked with members of the Municipal Bench to assist in their establishment of the first **Domestic Violence Court** in San Francisco. COSW worked also with **President of the Board of Supervisors, Barbara Kaufman**, to introduce an ordinance that advised the court to end the use of civil compromise in domestic violence cases.

The Department of Public Health convened a **Substance Abuse Services, Treatment on Demand Task Force** to develop a plan regarding the substance abuse crisis in San Francisco. The Task Force included a member of the COSW staff. The goal of the Task Force was to develop a plan based on service needs, not on budget needs. The plan was unanimously approved by the Board of Supervisors. The prioritization of the plan included, but was not limited to, a Residential Program for Women, Family Day treatment Service in the Housing Projects and Residential Aftercare services for women and their children.



Commission staff participated in the review and distribution of over 11 million dollars through the **UC Breast Cancer Research Program, Innovative Treatment Funding Allocations for Innovative Treatment Modalities** for women dealing with breast cancer. The awards went to promising endeavors, which if successful, will be providing additional hope to women in the late stages of breast cancer, especially those from underserved communities. The allocation committee was comprised of experts in the breast cancer arena from all over the country who paid special attention to multidisciplinary approaches to breast cancer and treatment models. The COSW also participated in many activities city-wide. Among those important to mention were The Mayor's Breast Cancer Summit Planning Committee, The Mayor's Health Summit, The City Wide Job Fair and The For Girls Conference.

ORGANIZATIONAL DEVELOPMENT

Professional Development

Members of the staff participated in a variety of seminars and workshops that addressed specific skill development needs, as well as expanded their knowledge in their own areas of expertise. These training opportunities ranged from planning and time management skills, to issues of sexual assault, prostitution and domestic violence.

In late 1996, the COSW added a Senior Accountant to our staff. This created a tremendous change and provided to the Commission the additional skills required to better manage its finances.

Interns

As we have done in the past, the COSW conducted an extensive recruitment of interns through colleges and universities around the country. This resulted in seven college interns for the summer of 1997. The Commission's resources have been greatly enhanced by the skillful hours donated by interns. Depending on their skills, interns have been assigned to tasks ranging from clerical support to assisting with major research projects.

Organizational Growth

The increase in staff has also created space constraints throughout the year. Our office has been restructured to make room for the additional staff and to relocate the employment library and free resource materials. All of our equipment has been updated and/or replaced to provide for more advanced technological support. The Commission has placed more emphasis on ensuring that its equipment and other technology available assists staff in rendering more efficient and expedient job performance. In fact, during this fiscal year COSW became linked through E-mail and accessed the Internet. As a result, in addition to being more easily connected to City government and the general community, the Commission now has the ability to research state legislative issues and bills quickly, as well as instantly communicate with many community advocacy groups.

SPECIAL EVENTS

Women Who Make A Difference

The 1996 WWMAD program, held in August 1997, chose four individual and two business awardees for their outstanding contributions to the advancement of women in the workplace. The Commission chose to highlight women and businesses who have promoted and benefited from diversity, in the face of continuous attacks on affirmative action, especially the California Civil Rights Initiative (CCRI). The awardees were honored at a reception attended by approximately 300 people. The following women and businesses received awards:

Linda de Mello of Alumnae Resources for providing resources and encouragement to thousands of women by helping them discover their potential and develop their careers;

Collie B. Gaines for her work in training on Sexual Harassment issues within the City and County of San Francisco;

Avis Jones for her work addressing economic needs of the Western Addition Community; and

Dorothy Erickson for her work on behalf of women in Construction.

Business awards went to **Deloitte & Touche LLP** for its commitment

to the advancement and retention of women and **Just Desserts** for its commitment to workplace diversity and equal opportunity for advancement.



Finally, a special award was presented to **The San Francisco Chamber of Commerce** for being the only Chamber in the state to oppose the California Civil Rights Initiative (CCRI).



Women's Opportunity Week/Weekend

The Commission sponsored the first Women's Opportunity Week (WOW) in 1996/97. This was one of our most extensive events of the year. During the 1996 week event, the Commission kicked off the week with a VIP reception. We were joined by several City Departments and other Community health providers for the first Women's Health Fair. The Commission also organized the first City Government team for the Women in Cancer Walk at Golden Gate Park. During this week we sponsored an Income of Her Own Conference for young women and girls and concluded the week with the COSW's annual Domestic Violence Awards event.

In March of 1997, Workshops for Women Opportunity Weekend were held over a period of three days and emphasized the issue of employment and economic opportunities for women. Based on this emphasis, speakers were asked to address other issues such as health and violence against women within an economic context. Over a hundred community organizations participated as co-sponsoring or participating organizations. The event attracted over 400 participants and a host of volunteers from the private and public sectors.

Domestic Violence Awareness Month

COSW staff chaired the Domestic Violence Awareness Month Committee activities for the Family Violence Council. A monthly calendar of events and activities was developed, incorporating community events and training with those presented by City departments. The War Memorial was the setting for the Commissions 18th annual Domestic Violence Honorary Awards, held in October 1996. These awards were given to individuals and/or organizations who had made significant contributions in the area of anti-domestic violence work. The four awards, Del Martin Award, Isabel Cerna Award, Leadership Award and the President's Award, were presented to

Greg Merrill, Community United Against Violence for his work with battered gay men;

Cristy Chung, Asian Women's Shelter, a survivor and advocate for battered women and their children;

Thomas Walsh, San Francisco Police Department, an Inspector in the Domestic Violence Response Unit; and

Supervisor Barbara Kaufman, a member of the Board of Supervisors, for her commitment, dedication and the creation of the San Francisco Family Violence Council.

Women's History Month

At this event, the Commission presented awards to outstanding women in the areas of Health, the Arts and Young Women's Empowerment. The Arts Award went to **Evelyn Cisneros**, Principal Dancer with the San Francisco Ballet Company; the Health Award was presented to the National Asian Health Organization for their work with Asian women; and Satcha Bittner received the young women's empowerment award for her work in educating young people about disabilities. In addition, we were joined by the Women's History Project to present a special recognition to Alice Fong Yu who in 1926 became the first teacher, of Chinese descent, to be hired by the San Francisco Unified School District.

Take Your Daughter to Work Day

On Thursday, April 24, 1997, the San Francisco Commission on the Status of Women initiated a new program in honor of *Take Your Daughters to Work Day*. In collaboration with the Mayor's Office and Junior Achievement of The Bay Area, Inc., we recruited twenty-five girls for the day by having the girls write short essays, entitled "How Learning about Our City Government Will Help Prepare Me for My Future." The girls accompanied members of the Board of Supervisors and Mayor's staff for day and participated in a Mock Board of Supervisors Hearing with Supervisor Teng.

UN Women's Conference One Year Later

The Commission sponsored and coordinated, in collaboration with Assemblywoman Jackie Speier's Office, the San Francisco site for the *UN Women's Conference One Year Later*. Held at the Pacific Bell Training Center, sixty-plus women came to the site to participate in this national conference via satellite. The national broadcast included the development of a national action agenda to improve the lives of American women and their families and featured First Lady Hillary Clinton and Health and Human Services Secretary Donna Shalala. The attendance was diverse, with a distinctly international ambiance and representative of a variety of political focuses. The highlight was the "speak-out" after the broadcast, facilitated by the Commission, in which many women voiced their issue concerns and appreciation for this type of program.

FRIENDS OF THE COMMISSION

ON THE STATUS OF WOMEN

The Friends of the Commission on the Status of Women continue to be a major source of resources for the Commission. During this fiscal year, the department was able to buy new equipment and participate in many activities that otherwise would not have been possible due to limited resources. The additional funds available through the FRIENDS helped COSW and organizations participate and be represented at many events conducted by various community organizations including: Alumnae Resources, Asian Women's Shelter, BANELA, CARAL North, CEWAER, Catalyst, Chinese for Affirmative Action, Equal Rights Advocates, Friends of the Human Rights Commission, La Casa de Las Madres, League of Women Voters, NAWBO, Northern California Coalition for Immigrant Rights, Nihonmachi Legal Outreach, OWL SF Chapter, PAAWBAC, Partners Ending Domestic Abuse, Planned Parenthood Golden Gate, Professional Women's Network, WISE, WOMAN INC., The Women's Foundation, Women in Lobby Day and (Association for)Women in Communications SF/Bay Area Chapter.



FUTURE DIRECTIONS

Our present work will continue to keep us focused. However, while women have made major advancements in some areas, needs clearly have expanded in others (such as Welfare Reform). The COSW will continue to redirect its efforts to insure that the Commission addresses the most critical needs. The following are some key priorities that the COSW has asked the staff to address in the future:

CEDAW

In 1996, the Commission took a strong position to work and be a part of implementing locally the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW, sometimes called the International Bill of Rights for Women, provides a universal definition of discrimination against women. Countries that ratify CEDAW are mandated to insure equality for women at all levels of society—civil, political, economic, social and cultural. The Convention was adopted by the United Nations General Assembly in 1979 and President Carter signed it on behalf of the United States in 1980. This effort is being led by Commissioner Patti Chang at the Commission level. The Women's Institute for Leadership Development (WILD) are leaders of the community who are coordinating and working with the Commission to insure CEDAW's local ratification by the Board of Supervisors in 1998.

Consent Decree

The COSW heard plans to eliminate the Consent Decree for the Police and Fire Departments. While we are confident that the individuals working on this change will do their best to insure that women continue to be a major group in recruitment and employment for these departments, the Commission will monitor closely the implementation process and other measures to insure women's equal participation.

Girls/Young Women in the Criminal Justice System

The COSW was invited to attend a press conference held to announce the release of "*Out of Sight, Out of Mind: The Plight of Adolescent Girls in San Francisco's Juvenile Justice System.*" Following the release of this report, the Commission was asked to adopt its recommendations on September 26, 1996. The recommendations included that the Commission recommend to appropriate City departments that the City and County of San Francisco implement all proposals in the report. In addition, the Commission was asked

to take an active role in promoting and facilitating the implementation of report recommendations, with the first step being the sponsorship of a meeting to develop strategies for implementing the proposed recommendations.

The Commission, as a result, established the Out of Sight, Out of Mind Task Force. Task Force members developed priorities and initial projects. These projects included developing an annotated, comprehensive list of girl-specific services and researching gender-specific staff training programs and policies. The Task Force has been meeting monthly and has been managed, facilitated, developed and staffed by COSW. Task Force members represent a diverse cross-section of community agencies, city departments and commissions all working together for the shared goals of improving programs and services for girls in the Juvenile Justice System.

The Task Force has been successful in having its major recommendations incorporated into the Juvenile Justice Action Plan designed by the Delancey Street Foundation and adopted by the City for reforming the entire juvenile justice system. The Task Force was also successful at placing some of its members on each of the City's new action plan implementation teams to insure the inclusion of girl specific services.

Working with the San Francisco Unified School District

The COSW has met with members of the San Francisco School Board of Education to begin a discussion on issues that affect young women in the school district. One of the ideas presented was to replicate Creating Cycles of Respect, the City of Santa Cruz Commission for the Prevention of Violence Against Women's Teen Violence Prevention Program. The COSW has discussed its efforts in working with SFUSD staff on sexual harassment issues. They have requested that the COSW submit a proposal for their consideration.

Welfare Reform

The Commission will direct all of its programs to focus on economic opportunities for women, specifically on the challenges created by Welfare Reform. It is our belief that COSW must prevent women from being in situations where they will need public assistance. The Commission will work toward the creation of programs that address long term self sufficiency.

Gender Parity in City Funding: Report on 1996 Services

The Commission has worked with the Mayor's Office of Children, Youth, and Their Families and Board of Supervisors President Barbara Kaufman to insure the completion of the gender parity report. In the future, a more clear delineation of current services provided will render better data to recognize whether women are being treated equally through grants in the City.



ANNUAL REPORT CREDITS

Report: COSW Staff
Editing & Design: Kathleen Cha
Photography: Carmen Magana/S.F. Muni
Linda Sue Scott Photography



APPENDIX

COMMISSION ON THE STATUS OF WOMEN

VIOLENCE AGAINST WOMEN PROGRAMS

Fiscal Year 1996-97

Asian Women's Shelter

Domestic Violence Shelter Program

Amount: \$105,803

Provide a battered women's shelter, and support services for Asian women and their children.

Beckie Masaki, Executive Director

3543 18th Street #19

San Francisco, CA 94110

751-7110 (phone) 751-0806 (fax)

Bar Association of San Francisco

Volunteer Legal Services Program Cooperative Restraining Order Clinic

Amount: \$50,000

Provide legal services to assist battered women file and obtain Orders of Protection.

Emberly Cross, Staff Attorney

Cooperative Restraining Order Clinic

225 Bush Street, 7th Floor

San Francisco, CA 94104

982-8416 (phone) 982-4243 (fax)

Bar Association of San Francisco

Volunteer Legal Services Program Domestic Violence Legal Services

Amount: \$51,500

Provide family law legal services to women who have experienced domestic violence.

Tanya Neiman, Executive Director

465 California Street, Suite 1100

San Francisco, CA 94104

982-1600 (phone) 477-2390 (fax)

Donaldina Cameron House

Domestic Violence Advocacy Services

Amount: \$81,500

Provide social services, counseling and advocacy to battered Asian women and their children.

Rev. Harry Chuck, Executive Director

920 Sacramento Street

San Francisco, CA 94108

781-0401 (phone) 781-0605 (fax)

Family Violence Prevention Fund

Mission Station Community Outreach and Advocacy Project

Amount: \$81,312

Provide on-site victim advocacy for battered women and train Mission Station officers.

Institutional Change

Amount: \$196,582

Provide policy development, training, and protocol design to improve institutional response to domestic violence.

Esta Soler, Executive Director

383 Rhode Island Street, Suite 304

San Francisco, CA 94103

252-8900 (phone) 252-8991 (fax)

La Casa de las Madres

Domestic Violence Shelter Program

Amount: \$224,037

Provide emergency shelter, and supportive services for battered women and their children.

Linda Wohlrabe, Acting Executive Director

965 Mission Street, Suite 300

San Francisco, CA 94103

777-1808 (phone) 777-1348 (fax)

Nihonmachi Legal Outreach

Domestic Violence Legal Services

Amount: \$81,500

Provide legal services and representation to Asian battered women, including family and immigration law.

Dean Ito Taylor, Executive Director

1188 Franklin Street, Suite 202

San Francisco, CA 94109

567-6255 (phone) 567-6248 (fax)

Saint Vincent de Paul Society

Brennan House

Amount: \$34,500

Provide transitional housing and supportive services for battered women and their children.

Rosalie House

Amount: \$125,563

Provide emergency shelter and supportive services for battered women and their children.

Jennifer Grant, Program Director

The Riley Center

3543 18th Street, #4

San Francisco, CA 94110

255-2894 (phone) 255-2895 (fax)

SF Neighborhood Legal Assistance Fdn.

Domestic Violence Legal Services

Amount: \$86,610

Provide family law legal services to women who have experienced domestic violence.

Ramón Arias, Executive Director

225 Bush Street, 7th Floor

San Francisco, CA 94104

982-1300 (phone) 982-4243 (fax)

San Francisco Women Against Rape

Crisis Line and Advocacy & Accompaniment

Amount: \$179,835

Provide twenty-four hour rape crisis line, and advocacy and accompaniment services to survivors of sexual assault.

Sexual Assault Awareness, Prevention and Education Program

Amount: \$41,010

Provide sexual assault prevention community outreach, public awareness, and education.

Rebecca Rolfe, Executive Director

1841 Market Street, Third Floor

San Francisco, CA 94103

861-2024 (phone) 861-2092 (fax)

W.O.M.A.N., Inc.

Domestic Violence Crisis Line and Supportive Services

Amount: \$171,500

Provide twenty-four hour domestic violence crisis line and supportive services.

Jeanie Morrow, Executive Director

333 Valencia Street, Suite 251

San Francisco, CA 94103

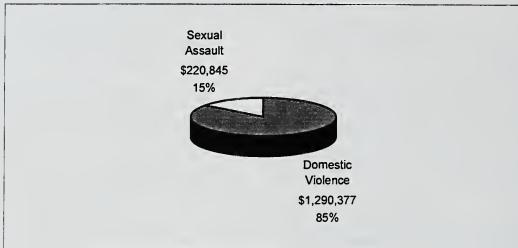
864-4777 (phone) 864-1082 (fax)

**CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN**

**Violence Against Women Programs
Summary of Funded Services
Fiscal Year 1996-1997**

Total Funds Allocated: \$1,511,222

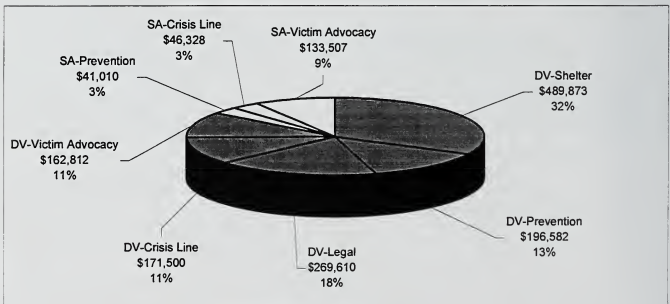
Summary by Program



Summary of Program Detail

■ Domestic Violence

□ Sexual Assault



The San Francisco Commission on the Status of Women Publications List

1. **"How To Create A Workplace Free of Sexual Harassment"**
The handbook outlines the current laws pertaining to sexual harassment, addresses the concerns and rights of both employer and employee, and provides resources. Limited number also available in Spanish and Chinese.
2. **"Sexual Harassment Task Force Plan & Recommendations"**
(April 1996) A plan to implement changes in the City of San Francisco sexual harassment policies & procedures. Includes a list of resources, common questions and answers, a training model and other materials.
3. **"Sexual Harassment Complaint Procedures in City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Processing of Complaints."**
This report, by Merrick T. Rossein Associates, examines the City's policies, assesses the costs of sexual harassment, evaluates procedures, and includes recommendations for effectively responding to sexual harassment.
4. **"Statistical Data on Women" (October, 1996)**
Charts, statistics and demographic information on women's economic status, employment, business ownership and education including local, state and national information.
5. **"Women's Economic Agenda 1995: A Strategy for Women's Empowerment"**
This report addresses employment, business and leadership development and summarizes the findings of COSW's Women's Economic Agenda summit.
6. **Sexual Harassment Poster – "It's No Joke and It Is Against The Law"**
11 x 17 size poster that describes "What is Sexual Harassment: and
"What can I do if I have been sexually harassed on the job?"
7. **1998 Directory of Social Services for Women in San Francisco**
A comprehensive guide to private non-profit and government services available to residents of San Francisco. Its focus is on services that are women and girl-specific; that is services that are designed for and sensitive to the special needs of women. Organizations that offer more generalized services, which are available to women are also listed in this directory.
8. **1996-97 Commission on the Status of Women Annual Report**
This report covers Fiscal year 1996-97. It provides information on programs and activities of the commission during this period.

IMPORTANT NUMBERS TO REMEMBER

Commission on the Status of Women:

252-2570

<i>Melyssa Jo Kelly:</i>	Violence Against Women Program and Statistics
<i>Ann Lehman:</i>	Sexual Harassment Discrimination and Technical Assistance
<i>Rosario Navarrette:</i>	Violence Against Women Policy & Sexual Assault Task Forces
<i>Ada Renee Williams:</i>	General Employment Discrimination and Health

24-Hour Crisis Lines:

Alcoholics Anonymous:	621-1326
Community United Against Violence (Lesbian/Gay)	333-HELP
Narcotics Anonymous	621-8600
San Francisco Women Against Rape	647-RAPE
Suicide Prevention	781-0500
Talk Line (Parental Support/Child Abuse Prevention)	441-KIDS
W.O.M.A.N. Inc. (Domestic Violence)	864-4722

Commission on Status of Women

E-Mail:

COSW_SF.COMPUSERVE.COM

Web Page: www.ci.sf.ca.us/cosw

SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN

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1997-98 Annual Report

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**SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN**

**SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN**

1997-98 Annual Report

Willie L. Brown, Jr., Mayor

1997-98 Commission Members

**Caryl Ito, President
Patricia Chang, Vice President
Ximena Delgado
Milton Marks
Regina Phelps
Sabrina Saunders
Sharron Treskunoff Bailey**

**Sonia Melara
Executive Director**

Dedication

This Annual Report is dedicated to Senator Milton Marks for the contributions he made to the betterment of women's lives.

Senator Marks introduced the state legislation that created the California Commission on the Status of Women, which supported the creation of local commissions across the state.

Senator Marks served on the San Francisco Commission on the Status of Women from July, 1997 until his death in December, 1998.

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ANNUAL REPORT CREDITS

Report: COSW Staff

Editing & Design: Kathleen Cha / Imtech Communications

COSW Mission Statement

To foster the socioeconomic, political and educational advancement of women and girls throughout San Francisco; to insure equal treatment and services to women and girls from public agencies and the private sector by assisting City and County government to develop and implement policies, legislation and programs which address the needs of all women and girls. The department's priorities are to address economic barriers (in employment and business) and violence against women. The department will focus on programs which specifically impact women and girls whose needs have not yet been addressed fully (i.e. women of color).

January 1999

Letter from the Director

As in previous years, during FY 1997-98 the Commission developed a strategic plan which included goals and objectives that insured the completion of ongoing responsibilities, gave the department the direction to address unforeseen critical areas, and supported the investment of resources where possible for new initiatives.

During this fiscal year, we accomplished many of the goals and objectives set and more. We started the year dealing with the many uncertainties presented by Welfare Reform and, throughout the year, we worked with elected officials to insure that San Francisco would take the lead to become the first City to pass CEDAW (Convention To Eliminate All Forms Of Discrimination Against Women). In addition, we spent many hours assisting in the formation of the new Association of California Commissions on Women and the planning of its first Convention.

The department did not receive all the resources requested to provide services to women and children affected by Welfare Reform as outlined in our strategic plan. As a result, we shifted our focus to working in collaboration with City departments responsible for its implementation to insure that the needs of women and children were met. Further, the COSW has begun to focus on the funded programs administered by the department. We have been moving towards establishing more prevention and transitional programs. It is our belief that future funding must be invested in programs that assist women to move from dependence to independence. In light of Welfare Reform, we will be placing greater emphasis on the creation and support of programs that give women the long term skills and supportive services that will insure their independence.



**Executive Director,
Sonia Melara**

1997- 98 SAN FRANCISCO COMMISSION
ON THE STATUS OF WOMEN

Strategic plan

Historically our own culture has relied for the creation of rich and contrasting values upon many artificial distinctions, the most striking of which is sex...if we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place.

Margaret Mead

The 1997-98 strategic direction of the San Francisco Commission on the Status of Women (COSW) was based on a review of the three-year plan developed by the Commission two years earlier. It became clear that, in addition to the department's ongoing commitments and mandates, the organization had become involved in a series of new initiatives and programs. Furthermore, **Welfare Reform** became a priority for the City and, consequently, for everyone concerned with women and their families. Therefore, in 1997, the Commission reaffirmed its commitment to women's employment and economics in all areas of our work; with a special focus on playing a leadership role in the policy development for Welfare Reform and becoming San Francisco's clearinghouse for Welfare Reform resources and referrals.



Furthermore, the Commission's priorities included the development of policy that affected women's long term gender equity and insured its implementation throughout the City. To that end, we committed ourselves to meet with various stakeholders to guarantee the implementation of programs and to avoid duplication of efforts.

Welfare Reform became a major focus in our economic development and employment activities. To accomplish this, the Commission directed the department to ask the Mayor's Budget Office for additional staff for the provision of services to women seeking the COSW's assistance. The primary purpose was to develop an information and referral system concentrating on resources for low income women and issues such as entry level jobs, business development, basic skills, education and childcare information.

In the process, we planned to educate ourselves and others about access/nonaccess to government benefits and become an educational tool for the private sector (e.g., how to provide jobs to women on welfare). We committed ourselves to working with other City departments to educate them about welfare reform's impact on women and to encourage them to play a role in the advancement of women and employment opportunities. We pledged to be involved with both City and State government on welfare reform and to influence the distribution of block grant money.

As a subpriority to the Welfare Reform issue, we committed to the implementation of the **Women's Economic Agenda** recommendations (1995) and to focus on family friendly workplace issues such as childcare and eldercare. Specifically, we would continue to be actively involved in

designing the new childcare center for City Hall, and generally be involved in activities to promote better childcare resources and services. An additional focus was to continue to work on maintaining "affirmative action" programs with a particular look at the impact of Proposition 209 on women.

Other areas of commitment included our continued focus on issues of sexual harassment and monitoring the implementation of the new sexual harassment policy/procedures. To insure the implementation of one of the most critical steps of the Sexual Harassment Task Force's recommendations, we supported the efforts by the Human Resources Department to hire two sexual harassment specialists. Furthermore, we planned to hold updates for various city departments on the new sexual harassment policies and develop a public awareness campaign for sexual harassment prevention. Lastly, we committed to placing a special emphasis on sexual harassment in schools by working with the San Francisco Unified School District to develop a sexual harassment education program as part of their regular curriculum.



In light of Welfare Reform, we determined that future **Violence Against Women** funding, collaborations and public policy would address both the emergency response and transitional services designed to move survivors of abuse into long term solutions. Our strategies included creating and strengthening linkages between emergency services providers and employment and long term housing programs. The Commission directed the department to take the lead in supporting San Francisco's adoption of the United Nations' Convention to Eliminate All Forms

of Discrimination Against Women (CEDAW) with a March 8, 1998 target date for adoption.

The Commission also directed the department to explore the development of a systematic approach to monitoring legislation and voting patterns by elected/appointed officials on issues that affect women. This activity required additional staff resources. Therefore, we were asked to explore alternative avenues, to insure we would meet this demand.

Women in Appointed Positions Data Base

We would continue to develop this data base and present a report to the Mayor on the level of women's participation and representation on

Commissions, and develop a process by which the appointment of more women to City Commissions and committees is insured. The latter requires working with other women's organizations to strengthen lines of communication and to expeditiously update our information when vacancies occur, insuring coordination in filling those vacancies.

The department also committed itself to streamlining its public relations and funding activities to insure maximum results from resources available. In collaboration with the **FRIENDS of the Commission**, the Women Who Make A Difference event would become the major event focusing primarily on fund development. We would also hold smaller events for the purpose of developing and maintaining community relations (i.e. Domestic Violence Awareness Awards and Women's History Awards). We decided to explore working with other organizations for the purpose of holding some of these events, as well as building on our community relations. In order to maximize these efforts, the staff would work with the Friends and recommend the development of a Long Term Fundraising Strategy. The Strategy was to be outline for the Friends so that they would develop their own internal resources for direct solicitation of funds through a variety of activities, including holding donor issues briefings (breakfasts or community forums) and co-producing events with other organizations. We also recommended training for the FRIENDS' Board Members on their roles and responsibilities as members, on recruitment, and on fundraising.

The COSW would continue to seek to hire a grant writing consultant for the purpose of funding existing and future programs through the Mayor's Office.

To guarantee a more efficient system, the Commission decided to alter its committee structure and improve communication between Commissioners and staff. The Commission decided that future structures would include ad hoc committees, task forces, educational forums, work groups, and advisory groups with a time-limited focus and with more public input. This new direction would require everyone to be clear about what we want to accomplish, and to concentrate on developing policy within specific issues. Additionally, the Commission would hold a longer meeting or "mini" retreat every six months to focus on policy issues and the work in progress. At the same time, we would arrange for presentations at regular Commission meetings from funded programs and reports on current issues.

Finally, we would hold a hearing on **Prostitution** in order to give voice to the views of those not reflected in the Prostitution Task Force Report. The Commission would be instrumental in the development of an economic development and violence against women focus.

The Commission further requested that the department direct any available resources to develop initiatives that would take a one-to-three year commitment. The new initiatives included:

- Develop a centralized women/girls information library for the purpose of conducting research, disseminating information and acting as a clearinghouse. This could be accomplished by consolidating information from existing organizations that maintain information on women and girls.
- Develop a women's voting educational campaign with other women's organizations for 1998.
- Develop new, updated and improved educational materials on the various issues we address, ensuring all written materials be multilingual.
- Consider healthcare for women a priority. This would be in partnership with the Department of Health and/or assist in the creation of new programs.
- Address homelessness, which was part of mandates added to the COSW during the 1996 Charter revision. and participate in housing issues related to violence against women and employment and economics.
- Participate in Substance Abuse and Criminal Justice issues as they relate to women; with special emphasis given to the recommendations outlined in the Commission's *Out of Sight Out of Mind Report* and *The Charan Investigation Report*.

Accomplishments

*Violence Against Women Program
Program Administration/Funding Policy
Adult Sexual Assault Task Force
Sexual Assault of Girls and Young Women Task Force
Resolve to Stop the Violence Project
Family Violence Council
SF Police Department's Emergency Response Team
California Police Officers Standards and Training Video
CEDAW
Grants*

VIOLENCE AGAINST WOMEN Intense activity highlighted this year, bringing about major achievements in strategic planning and new directions for program development. We took the lead in developing plans and implementing policies on Violence Against Women that would result in long term and viable solutions and strategies which would have lasting effect on the lives of women and their families.

Violence Against Women Strategic Action Plan

In November 1997, the Commission on the Status of Women released its Strategic Action Plan, a long-term strategy for violence against women programs. Strategic Action Plan priorities were based upon community needs and community-specific strategies. As a result, programs were required to provide accessible, multi-language, culturally competent survivor services and prevention education.

This Plan is the culmination of several years of work, beginning in 1996 with program evaluation and community planning as the foundation for the strategies and funding priorities proposed. First, the COSW completed an extensive evaluation of all Commission-funded programs, assessing and analyzing administrative and reporting practices. Later, the Commission held an all-day strategic planning meeting with service providers, to identify unmet needs, under-served populations, and target communities. The final plan was distributed to the Mayor and Board of Supervisors, grantees, community strategic planning meeting participants, selected department heads, and members of the Family Violence Council and the Adult Sexual Assault Task Force. This plan set the parameters for the next three-year funding cycle for violence against women programs, Fiscal Years 1998-99, 1999-2000, and 2000-2001.

Based on the priorities outlined in the plan, we conducted an expansive outreach to promote our Fiscal Year 1998-99 Request for Qualifications for funding of violence against women services. The result was an unprecedented response from diverse communities, with applications received from twenty-five organizations that had never before applied for Commission funds. To support a variety of community-based solutions to violence against women, the Commission selected a broad range of organizations, including groups who have addressed violence against women, but not received COSW funding in the past.

Fiscal Year 1998-99 Budget Increase Request

Guided by the Strategic Action Plan, the department developed the budget for Fiscal Years 1998-2001. This new VAW budget called for an increase of more than one million dollars in Violence Against Women programs.

Administration

The COSW Violence Against Women Grant Program in FY 1997-98 consisted of seventeen grantees providing a variety of projects, through a total of twenty-two contracts. Programs included domestic violence shelters, rape and domestic violence crisis lines, domestic violence legal services, rape and domestic violence advocacy services, and violence prevention education projects. (See the Appendix for a detailed list of programs)

Contract Process Improvements

During this period we completed a series of changes in the department that made the contract more efficient for the department and the funded agencies. The City Attorney's Office created a special Grant Agreement designed to address the COSW need for program monitoring, and to improve the contract process. We met with representatives from the Civil Service Commission, Purchasing Division, Controller's Office, and City Attorney's Office to finalize an inter-departmental agreement regarding the new streamlined City process for grant agreements.

The department completed a total revision of Financial Quarterly Report forms, and converted them to Excel spreadsheets (now available to grantees on diskette). We also made substantial revisions to Services Quarterly Report forms. As a result of improved grant management, both Financial Quarterly Reports and Services Quarterly Reports were submitted in a more timely manner than ever before, and most grantees utilized the ExcelSpreadsheet diskette for financial reporting. In addition, billing procedures were standardized with the creation of a consistent invoice format for all grantees.



1998-2001 Three Year Request For Qualifications

In order to achieve a wide distribution, the Commission used several forms of communication to announce the release of our 1998 Request for Qualifications (RFQ). The announcement appeared in the Winter 1997 Friends of COSW Newsletter (circulation 2930) and a Press Advisory was distributed to over 80 media outlets. A two page *Public Notice of Funding Opportunity* was mailed to approximately 3,500 organizations. To insure wide distribution, along with the COSW Data Base, we obtained mailing lists from numerous City Departments.

We had an unprecedented response to our RFQ, with over 150 application packets picked-up, and 76 agencies and individuals represented at the Bidder's Conference. The department responded to many calls and faxes regarding application technical assistance. The Expert Review Panel (10 members) reviewed 42 applications (for more than 60 projects), completed a group review, and developed ratings and recommendations.

Funding Policy

On December 11, 1997, the Commission unanimously adopted the *Funding Policy and Application Process for the Fiscal Years 1998-2001 Request for Qualifications*. The Commission had recommended earlier the development of a funding policy for the new three-year funding cycle, to ensure a more systematic approach to our funding process. Three Commissioners were appointed to work with the staff and review present practices and develop the new policy and standards. These Commission members became the funding committee, who also participated as members of the Experts Review Panel which completed the preliminary review and final decision.

After the recommendations were finalized by the full Experts Review Panel, the Funding Committee met and developed the funding recommendations. The first funding recommendations were based on a preliminary request for additional program funding from the Mayor's Office.

The 21st-century leader advocates a community of responsibility, an environment in which others can run the business. This means empowerment at the lowest level.

Sandra T. Gray

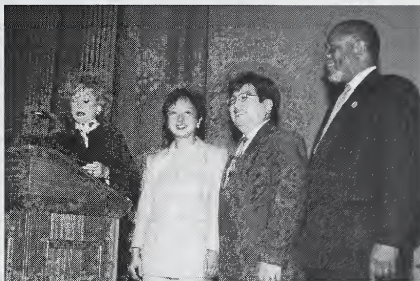
Grants Coordination With Other City Departments

We met with several City departments to share information on grantees who receive funding from multiple departments, to streamline reporting processes, and to assist programs that (due to a change in funding priorities) may not be funded in the future. To this end we met with Mayor's Office of Community Development (MOCD), which funds a number of the same agencies funded by the Commission, to share information on program evaluation and discuss significant cuts in federal funding anticipated next fiscal year. We also discussed MOCD/COSW departmental practices in light of MOCD's directive from the Mayor to emphasize funding for job training programs and childcare as part of the City's response to Welfare Reform.

Additionally, we discussed the COSW's new focus on transitional programs for survivors and explored how the two departments could work together. We also met with the MIS Coordinator for the Commission on Aging, and held discussions with several analysts and managers at the

Department of Public Health (DPH) regarding contract monitoring, reporting of demographics and program evaluation materials.

The department worked with the Mayor's Office of Children, Youth and Family (MOCYF) to identify children services through existing COSW funded programs. While all of our services are directed to women (most of whom have children) some funded programs more directly affect youth. For instance, during this fiscal year, the department allocated \$119,585 to Youth Violence Prevention Education. This includes community education, public awareness, and training programs designed to increase awareness, knowledge, and skills to prevent violence against girls/young women. *Domestic Violence Shelters*, which give priority to women with children, received \$165,997 from the Children's Baseline budget specifically targeted to children's services.



Department staff worked with the Domestic Violence and CALWORKS Committee, on the development of the Department of Human Services policy protocols and training of the Department of Human Services employment specialists, based on requirements for TANF (Temporary Assistance for Needy Families) recipients.

The Department of Human Services had recognized the need for additional intensive

VIOLENCE AGAINST WOMEN POLICY

training for employment resource specialists who will be responsible for assisting CALWORKS participants in developing their work plan. As studies show, domestic violence is experienced by a large number of those with the least resources. This assessment included the need to conduct additional training for staff of the programs CALWORKS participants would be placed in for job training. Based on this information and an understanding of the dynamics of abuse, whether physical, sexual, emotional or psychological, support groups for survivors of domestic violence were established at the departments site. COSW staff also negotiated the provision of domestic violence services for CALWORKS participants, who are survivors of abuse, through the department funded agencies.

Sexual Assault Task Force

The Adult Sexual Assault Task Force, staffed by Commission staff, has been working to establish a Citywide Response to Sexual Assault. In establishing the Citywide Response, a first step has been to finalize a three-year plan for the Task Force including benchmarks and timelines for implementation. Part of the plan calls for the establishment of a formal Sexual Assault Response Team (SART). The SART protocol and procedures will be triggered when an individual (who has been sexually assaulted) seeks medical services or is taken by a law enforcement officer to the Emergency Department of San Francisco General Hospital. This individual is seen by the SAR Team, including an advocate from SF Women Against Rape (SFWAR) and a Sexual Assault Nurse Examiner (SANE) from the SF Rape Treatment Center (SFRTC), as well as the police (should the survivor choose to involve the criminal justice system). If the survivor chooses to file criminal charges, the District Attorney's Office becomes involved with a Victim Witness Assistance advocate who assists the survivor in processing a victim of crime claim. The SFWAR advocate would also continue to provide linkages to community resources and to coordinate with the SFRTC social worker for follow-up medical care.

Sexual Assault of Girls and Young Women Task Force

The Task Force on the Sexual Assault of Girls and Young Women completed its three-year plan. During the year the Task Force worked on the response to the Gender Parity Report of the Mayor's Office of Children, Youth and Families and made a presentation to the Director and his staff on the impact of funding (or the lack thereof) for girls specific programs and services. A commitment of developing local legislation that would mandate equal funding allocation based on gender was made to the Task Force by the Director. Additionally, the department would look at data collection and standardized programs components that include allocation of funds, activities and events for girls and young women.

The Resolve to Stop the Violence Project (RSVP)

The Resolve to Stop the Violence Project of the Sheriff's Department was created as a response to violent offenders. The principles of the RSVP are based on a restorative justice model that re-educates the offenders on dealing with violent behavior and the impact their actions have on them, the victim(s) and the community. The issue that is the most common among the offenders in this program (whether or not they have been incarcerated for it) is domestic violence. COSW staff worked with the Sheriff's Department to establish clear guidelines and protocols for the creation of the re-education program at the men's dormitory at San Bruno County Jail. As a department we have been involved primarily with the development of the Victim Impact component. There is a long list of community agencies and city departments partnering to ensure the success of this project. The Resolve to Stop the Violence Project has successfully moved to completing the three components of the restorative justice program (Offender,

Victim Impact and Community Restoration). One of the major benefits for women has been the development of a strong curriculum for the Victim Impact Component and the development of a comprehensive job description for the coordinator of this component. RSVP will be hiring a Victim Impact Coordinator in FY 1998-99.

Family Violence Council (FVC)

The COSW staff continue to be actively involved with the Council's work. As part of our ongoing work, we were instrumental in establishing the *Domestic Violence Death Review Team* (DVDRT). The DVDRT was authorized by the Board of Supervisors as required by legislation to review domestic violence homicides in order to prevent further homicides related to family violence by identifying gaps and making recommendations for improving the response by law enforcement and community services, and finally to develop better public policy and service delivery systems. Membership includes City departments and community agencies, as well as law enforcement, health care providers, policy makers and service providers.

Commission staff have served as Co-Chair for the Family Violence Council's Domestic Violence Death Review Team since 1996. The first three cases have been reviewed by the DVDRT. Areas of improvement in the City's response to domestic violence have been found in the process used to review each domestic violence homicide. For example, there is a need for outreach to the immigrant communities who do not utilize mainstream domestic violence service programs or law enforcement. A report from the DRT with recommendations on the strengths and weaknesses of the City's response to domestic violence will be submitted to the Family Violence Council by the end of January, 1999.

San Francisco Police Department's Emergency Response Team

The COSW staff worked with the Police Department in creating this innovative new program. The Program creates a team made up of police inspectors and community advocates who would respond to the scene of a serious domestic violence case and work immediately with the survivor in order to prevent escalation of the situation and repeat violations. COSW staff served on the panel for the hiring of the advocate with the Police Department and WOMAN, Inc. (the advocacy agency who provides advocacy services as part of this program). In addition, due to the lack of funds for the program, the program was approved for funding through the grants administered by the Commission for years 1998-2001.

California Police Officers Standards and Training (POST)

Commission staff was invited to serve on the Experts Panel for the production of a training video, *Domestic Violence: A Matter of Culture*, which was released in April of 1998. The purpose of the video was to increase

sensitivity and understanding of the ethnic and cultural differences of California's population. POST will use this video on a state and national level to educate police officers on the diversity of the different groups in the communities they may be responding to. This will assist them in developing successful approaches to the different community groups, in improving their effectiveness and in developing the kind of trust necessary for diverse immigrant communities to interact with law enforcement. The Experts Panel (some of whom are featured in the video) was made up of members of law enforcement, community advocates, survivors, policy makers and funders from multicultural-multilingual and multiethnic backgrounds. Inez Odum, the producer, has completed other excellent training videos for POST. Her film credits include the highly acclaimed film about black history, *Eyes on the Prize*.

Sexual Harassment

The Commission initiated a program in February of 1997 for notifying all departments about the changes in the new sexual harassment citywide policy, and offered each department a free update class on the new policy and prevention. Twenty-one departments accepted our offer, and approximately 20-30 individuals attended each workshop (approximately

500 supervisors and managers were trained). The attendees were mostly, but not entirely, supervisors and managers.

EMPLOYMENT AND ECONOMICS

Departments participating included: Administrative Services, Airport, Animal Care & Control, Board of Appeals, Board of Retirement, California Academy of Sciences, Civil Service Commission, DeYoung Museum, District Attorney, Electricity & Communications, Fire Department, Juvenile Probation Department, Medical Examiner/Coroner, Parking & Traffic Department, Public Administration/Guardian Public Transportation Department, Public Utilities Commission, Real Estate Department, Recreation & Park Department, Telecommunications and the Office of Citizens Complaints.

The program has been enthusiastically received and very appreciated by those trained. The sexual harassment program included giving the participants a 17-page question and answer booklet and a separate list of resources and EEO complaint procedures for city employees and non-city employees throughout San Francisco.

The department also produced an "*Update and Report on the City and County of San Francisco's Sexual Harassment Policy & Procedures (March, 1998).*"

Mayor Brown directed the City Attorney's Office to establish a Sexual Harassment Task Force to insure the implementation of City policies and procedures. Our department was actively involved in this phase and, along

with other members of the Task Force, oversaw the finalization of sexual harassment procedures at the Department of Human Resources, the implementation of a sexual harassment hotline, and the addition of two new EEO specialists in Sexual Harassment. A notice was sent out to all employees giving them information and resources for sexual harassment matters. Along with the City Attorney's Office, the Department of Human Resources and the Civil Service Commission, we developed a new Mayor's training for all top management in the City. In particular, we developed a panel of City department directors with questions and answers about practical, real life situations on prevention and what the director can do for prevention.

Glass Ceiling Hearing

As a result of reports of glass ceiling and discrimination problems in a number of departments, COSW worked with Supervisor Teng to hold a public hearing on these issues within the City's departments. Many women and department members testified to their own experiences and problems. Information gathered during the hearing has contributed to the development of the department's Gender Parity report and to the development of the CEDAW ordinance. The COSW produced a booklet of the best practices and recommendations for improvement.

Technical Assistance Calls

One of the Commission's mandate is to work towards eliminating employment barriers. To that end, COSW's services to women included answering calls from the public regarding women employment concerns. Each day the Commission on the Status of Women receives many calls (approximately 20 a month) asking for technical assistance in employment related matters. These calls range from request for job information, statistics and employment related matters, to queries about sexual harassment. The sexual harassment calls account for approximately half of the calls received. Each of the callers (approximately one-half from city employees and one-half from City and County residents) is supplied with information or materials, referrals, and technical assistance.

Welfare Reform

The Commission staff serves on the Department of Human Services Grievance Committee for the purpose of providing oversight for the county grievance process. Further, the Committee hears appeals by CALWORKS recipients, reviews periodic reports, oversees training regarding the grievance procedure; and makes recommendations to the Department of Human Services administration, when complaints reveal a pattern requiring administrative correction.

As part of our response to providing services to the population affected by Welfare Reform, the COSW developed a comprehensive resource directory of private non-profit and government services focusing on women and

girls. Its focus is on services that are women and girl specific; however, organizations that offer more generalized services, which are available to women and girls, are also listed in this directory. The directory was published in early 1998 in two versions: a desk version available to organizations involved in providing direct services and information and a personal version available for individuals.

The primary purpose of the guide has been to help members of the women and girls community identify resources available to them as well as to help professionals--teachers, social workers, health care workers, counselors, etc.--match clients with appropriate services. The department plans to update this directory annually.

We also participated in reaching out to the business community. We participated in a symposium held in early 1998 sponsored by the National Association of Women Business Owners. The primary purpose of this program was to raise awareness about Welfare Reforms and help define how women business owners can participate. In addition, we participated in an advisory capacity with the Small Business Network Placement Partnership Program. In both cases, the objective was to insure that more jobs would be created in the private sector for welfare recipients.

CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

One of the most important accomplishments in 1998 was the signing of the CEDAW ordinance

by Mayor Willie Brown. This historical event made San Francisco the first government body to implement this law in the United States. In coordination with a coalition of community groups and the President of the Board of Supervisors Barbara Kaufman, the COSW passed the local ordinance (No. 128-98) modeled on the UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW). The Ordinance requires the City to ensure the protection of human rights, including the elimination of discrimination against women and girls. To our knowledge, nothing like this has ever been done on the local government level before and many throughout the country are watching our example.

The Mayor's Office allocated funding to this effort. To insure its implementation, the COSW established the CEDAW Task Force in June 1998. The 11 member task force consists of City representatives, community members and the unions. The Ordinance requires departments designated by the CEDAW Task Force to undergo gender analysis to determine whether the department is implementing the principles of CEDAW or discriminating against women and girls in its budget allocations, provision of direct or indirect services, or employment practices. Once the gender analysis is completed, the Commission and the CEDAW Task Force will

develop an action plan based on the findings of the gender analysis, to remedy any discrimination. We believe that CEDAW will determine the strategic direction for the Commission in years to come.

The COSW is mandated by Ordinance to report and recommend to the Mayor and Board of Supervisors and other related departments on the composition of

LEADERSHIP APPOINTMENTS DEVELOPING AND REPORTING

employees, boards and Commissions with in the City government. In December 1997, the department published its first Gender Parity progress report on Mayoral appointments. This included an analysis of all Commission appointments and department heads, with statistics, charts, and recommendations including the Mayor's Office Top-Level Executive Staff, Mayoral Commission Appointments and City Department Heads.

In June of 1998 a comprehensive annual report was released. In addition to an update on the data collected in December of 1997, it included data related to appointments made by the Board of Supervisors and information regarding City department heads' demographics and compensation. The update revealed new gains had been made by women through appointments to targeted Commissions. Of special mention during this period, this was the first time both the Airport and the Port Commissions, previously controlled by males, had two women serving as members. Since these reports were initially released, the COSW has received numerous calls requesting copies. In early 1998, the COSW was asked to make a presentation on the data collected for these reports for a symposium called "Women in Politics" sponsored by the COSW, League of Women Voters, National Women Political Caucus and the National Association of Women Business Owners.

The City department head data revealed information related to appointments and elected women, and their relationship to compensation. The Mayor appoints fifty-two of the department heads and six are elected. From this sum (58), only 27% are women in a labor force comprised of 46% female. As it pertains to salaries of the appointed positions, on the average, males make approximately \$21,000 more than women. On the other hand, elected women who comprise 50% of all positions, on the average make \$2,000 more than men.

The Commission has been working with interested organizations to insure that we maintain the names and information regarding women interested in appointments in City government. We have been working closely with the Mayor's Office Appointments staff to insure we maintain ongoing communication. Future plans include the update of the "How to Get That Appointment" report and the development of a comprehensive data base on women interested in future appointments.

Meeting the needs of girls today

*... Plant a Seed
Dare to dream in concrete*

Yerba Buena Gardens

Our accomplishments demonstrate that, throughout the department's existing programs, funding and new projects, we have included a greater emphasis on girls and young women. In addition to the program outlined under the Violence Against Women grant program and the Young Women and Girls Sexual Assault Task Force, the department worked on the following initiatives:

Young Person Sexual Harassment Project

One of the department's goals this year was to place a new emphasis on sexual harassment in schools by working with the San Francisco Unified School District and develop sexual harassment programs as part of the curriculum. In addition to meetings with SFUSD officials to review their sexual harassment program, COSW has been an active participant in a collaborative effort, led by Equal Rights Advocates, to teach sexual harassment in schools. A group of educators has been meeting regularly to develop a training protocols and procedures for teaching middle and high school students ways to prevent and deal with sexual harassment. COSW helped edit a fact sheet for young people encountering sexual harassment, which is available on ERA's website (<http://www.equalrights.org>).

Out of Sight/Out of Mind: Girls in the Juvenile Justice System Task Force

Following the release of "*Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System*" report by the Center

on Juvenile & Criminal Justice, the Commission was approached by the authors to assist with implementing the recommendations contained in the report. The Commission created the Out of Sight, Out of Mind Task Force for this purpose. Facilitated by COSW staff, the Task Force has been meeting monthly. The Task Force members (forty plus) represent a diverse cross-section of community agencies, city departments, and commissions all working together for the shared goals of improving programs and services for girls in the Juvenile Justice System.

The Task Force was successful in having its major recommendations incorporated into an Action Plan designed by the Delancey Street Foundation and adopted by the City for reforming the entire juvenile justice system. Task Force members gave testimony at the San Francisco Juvenile Probation Commission public hearing to review the Action Plan and expressed further concerns regarding the plan. Task Force members



met with the Delancey Street Foundation and Supervisor Susan Leal to discuss the implementation of the Action Plan. As a result of this meeting, Dr. Mimi Silbert, who was charged with the implementation of the Plan, invited members Task Force to participate in each of the implementation teams.

In September, 1997 the Task Force also sponsored a presentation to the community on gender specific criteria for girls' programs and services in the Juvenile Justice System. For this purpose, the Task Force produced a Final Report and Fact Sheet that includes statistics on young women in the juvenile justice system and assembled binders with six studies detailing the research on gender specific criteria for girls' programs and staff training. These binders were distributed to each of the Commissions dealing with girls' issues (Juvenile Probation Commission, Juvenile Justice Commission, Delinquency Prevention Commission, Mayor's Office on Children, Youth, and their Families and the Youth Commission).

Young Women's Conference

The COSW co-sponsored the Second Annual Young Women's Conference, which was held at University of California-San Francisco. Over 200 young women attended the all day event that included 15 workshops prepared and conducted by youth.

Developing Leadership and Knowledge of Young Women

The department began research on the status of girls in San Francisco and drafted an initial preliminary report. A full study of girls' needs is still essential and is part of our future plans. In addition, we have worked closely with other interested organizations, such as the Youth Commission to insure we recruit young women for leadership positions.

Meeting the demands of emerging needs

The liberation of women is above all based on their capacity to think their own problems through and to link them to the progress of the society and the world in which they live, to their capacity to develop a political and cultural consciousness.

Nawal El Saadawi

The Commission is seen by many as the organization that addresses all women's needs. Unfortunately, due to resources meeting this demand is not always possible. Also, based on the fact that many operational solutions are in the hands of other departments, our role has been to insure that we know the needs in the community and provide assess services, while avoiding duplication of efforts.

In preparation for the Commission's annual strategic planning meeting (FY 1998-99), we held several focus groups in the Community to focus our strategic direction based on community expressed needs. The focus groups included members of racial/ethni/income specific groups, as well as members of religious groups and City employees. Further, Commissioners took turns at visiting specific Violence Against Women COSW funded programs to have first hand knowledge of these programs.

Homelessness

We made a presentation to the San Francisco Local Homeless Coordinating Board regarding homeless services and our Violence Against Women Strategic Action Plan priorities and proposed changes in services and programs. We recommended that the Continuum of Care Plan add a new emphasis on providing women's employment and economic development services, as well as protocols and training for homeless service providers to enable them to identify survivors of assault and/or abuse, and offer interventions, resources and referrals. We invited the support of the San Francisco Local Homeless Coordinating Board in implementing our Strategic Action Plan, and requested to become a member of their Board. This resulted in plans to involve COSW-funded organizations in inter-agency economic development activities. Subsequently, a Commission representative was appointed to the Board.

Women In Prostitution In San Francisco

Violence Against Women In Prostitution in San Francisco: A Report and Recommendations to the Mayor and Board of Supervisors was submitted to Commissioners at the October 23, 1997 meeting. The report summarized testimony from COSW's April 17, 1997 public hearing on violence against women and girls in prostitution, and contained a number of recommendations designed to protect their health, safety, and legal rights by improving City policies, practices, and services. After numerous Commission meetings during which a variety of issues pertaining to prostitution were discussed, the final report was adopted in March 1998. In addition, on May 28, 1998, the Commission passed a motion "to support the decriminalization of sex workers and recommend that the authorities with jurisdiction in this matter investigate its applicability in San Francisco."

Health

The department worked with the Health Department to affirm our support for their activities related to women. Special emphasis was placed on areas

where we needed to strengthen our communication and to insure non duplication of efforts. In addition, we worked with Community organizations to participate and support broader issues affecting women's health. The Commission provided logistical and scope assistance to the UCSF National Center of Excellence in Women's Health regarding the upcoming Older Women's Health Summit scheduled for January 1999.

The department staff served as a member of the planning committee for "Art.Rage.Us. The Art and Outrage of Breast Cancer" which was a six week exhibition of artistic expressions by survivors of breast cancer. A display of written works, film, audio and sculpture, and other artifacts were housed at the San Francisco Public Library.

The Breast Cancer Fund, American Cancer Society and the Susan G. Komen Foundation sponsored the event. The six week exhibit included community education workshops on the impact of breast cancer within various marginalized communities, the importance of breast cancer activism and the "How To's" of breast self exams.

Legislation

The Commission lacks the internal resources to monitor legislation in-depth. However, in 1997 we began to receive the California Commission on Women legislative analysis, which has provided for better follow up on various pieces of legislation. In addition, our staff has been in contact with state networks and the State Legislator Web Page, which provide additional information and opinion on various pieces of legislation.

TECHNICAL ASSISTANCE AND COLLABORATIONS

In addition to the areas outlined above, the COSW provides information, technical assistance, and resources and referrals to community groups, city departments, and members of the public. In addition to those services provided under our mandated programs, throughout the year we are requested to provide data on various matters affecting women such as providing general demographics on women. These statistics were provided to a host of individuals, as well as local, state and national organizations.

Assistance to Community Programs

After the completion of the selection process for the 1997-98 funded programs, COSW provided technical assistance and information to those programs that were not successful, outlining weaknesses in their proposals. Some organizations took those suggestions and further strengthened their proposals to be submitted to other potential funding sources. According to the Women's Alcoholism Center, as a direct result of the analysis and technical assistance provided regarding their unsuccessful application for COSW funding, they revised their proposal and submitted it to the Centers for Disease Control, and secured funding in the amount of \$300,000 per

year for three years. Their project is focused on violence prevention education "Sisters Working In the Community (SWIC)," and is focused on four underserved communities: Bayview Hunters Point, Mission District, Western Addition, Visitacion Valley, and incarcerated women and girls. In



addition, POWER (another grant applicant), received funding from the Housing Authority to provide services in Bayview Hunters Point, the Mission District, and North Beach.

Meeting of Commission-Funded Organizations

In an effort to begin to develop mutual goals and objectives among Violence Against Women programs, in 1997-98 we held the first COSW sponsored meeting of new and existing funded programs. The primary purpose of the meeting was to welcome new grantees, and

provide an opportunity for all COSW Violence Against Women Programs to connect with one another, exchange information about projects, share resources, discuss ways to support each others work this year and avoid duplication.

Emergency Response Training

As requested by the Mayor's Office of Emergency Services, the COSW sponsored a special Emergency Response training for organizations funded by the department. The training was presented by the San Francisco Fire Department Neighborhood Emergency Response Team, Volunteer Center of San Francisco, and the Mayor's Office of Emergency Services. The training, attended by a dozen participants, was designed to assist agencies respond to disasters and emergencies, and featured information on earthquake preparedness, hazard mitigation, emergency response volunteer recruitment, etc. Participants received copies of the City's CARD Disaster Management Plan for Community Based Organizations.

Research on Women and Families

The Commission joined the Institute for Research on Women and Families California State University, Sacramento Working Families project in an advisory capacity to identify three priority issues on women to develop briefing papers for the upcoming legislature.

Organizational growth and development



The organization is, above all, social. It is people. Its purpose must therefore be to make the strengths of people effective and their weaknesses irrelevant.
Peter Drucker

The Commission body and department continues to improve its practices to insure efficiency and better service delivery. The Committee had originally planned to have a "mini" retreat at mid-year to review the progress on its strategic plan. Instead, the staff instituted monthly written reports to keep the Commissioners informed on major accomplishments. The department placed special emphasis on insuring that we carried our message to others within the City structure in order to avoid duplication and at the same time develop collaborations for new initiatives. This year we concentrated on making sure that other departments and members of the board were aware of our services and reasons for budget increase requests. To

that end we met with all members of the board and selected departments, including the Department of Human Resources, the Department of Public Health, Mayor's Office of Children Youth and Families and San Francisco Police Department, as well as the Mayor's Office of Legislative Affairs.



WEBSITE

The COSW joined the "technological age" by developing its own WEBSITE. This site, which is part of the City's site

(<http://www.ci.sf.ca.us/cosw>),

includes information on our services, commission meetings, frequently asked questions on sexual harassment, our strategic plan for our violence against women program, and information on COSW events, conferences, and the Friends of the Commission on the Status of Women. The site was visited by hundreds of people this year. It has provided a growing valuable service to those who wanted to connect to special events, like the Mayor's Summit and the Association of California Women's Convention held in our City.

COSW Ordinance

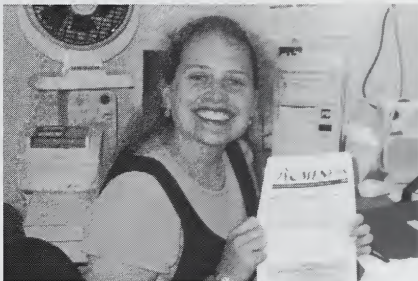
The COSW's work and passage of CEDAW prompted a review of our ordinance and mandate and therefore contributed to several updates. The new updates helped to clarify our responsibilities, simplify some of the reporting requirements and expand our mandate to always include girls' issues.

Grant Development

In an effort to pursue our goal of obtaining outside grants to fund additional programs and initiatives, the department has continued to be an active participant in the Mayor's Office of Legislative Affairs Inter-Departmental Working Group on Grant Funding. The committee has provided valuable

information on available federal and state grants. This year the Commission once again submitted a proposal to the Department of Education to develop curriculum in the areas of Sexual Harassment and Domestic Violence prevention. The COSW proposal was not successful because new grants were not funded when Congress reduced the funding allocation.

The department also collaborated with UCSF Women's Center in writing a research grant to the National Institute of Justice Grant-Center on Excellence. The grant would be for conducting research on the "best practices" in the Domestic Violence arena as they would apply to San Francisco.



Interns

The department has experienced a tremendous increase in the number of students who want to intern with the department; specially during the summer months. This year, these interns were particularly valuable in providing leadership and support in developing the first Association of Commissions on Women Association Convention held in San Francisco.

In addition, we have worked closely with the Mayor's YouthWorks Program. Three young women were mentored by staff during the year. COSW staff served on the Advisory Committee for this program and provided input which helped the program staff finalize and shape the structure and processes for this important youth leadership and employment education program.

Staff Development

The Commission invested additional resources in staff development and conferences this year. In addition to training and conferences offered by the City's Human Resources Department and other local organizations, several members of the staff attended the 1998 Mayor's Summit. One member of the staff attended the seminar, "Women's Progress: Perspective on the Past, Blueprint for the Future," sponsored by the Women's Policy Research in Washington D.C.

Public relations and outreach activities

*A pioneer signifies one who goes before with pick in hand
to prepare the way for others to follow.
Emily Pitts-Stevens*

In an effort to insure public awareness of the COSW's services and activities, the department has participated in a variety of community activities during the year. These activities included events developed in collaboration with FRIENDS and other members of the community locally and statewide. Other activities included either co-sponsoring or attending other community events. The department's participation has been planned strategically to insure that we are able to reach various sectors of the San Francisco community.

Mayor's Women Summit

Our staff participated in the first Mayor's Women Summit. In addition to ongoing support and information, the president of the Commission served on the Executive Committee for the Summit as the co-Chair of the Finance Committee. The Executive Director was a member of the Summit Finance Committee.

Association of California Commissions Convention

A large part of our time this year was spent in the preparation of developing the first Convention of California Commission and the establishment of the Association. A local planning committee was busy coordinating the event scheduled for August 1998. The Executive Director led the work of a state-wide task force and made several trips around the state to insure the participation of all Commissions.

Women Making History Awards

The Women Making History event specifically focuses on communities that are not reached through our other events during the year. This event emphasizes the contributions women are making in the areas of health, young women empowerment and the Arts. The 1998 Women Making History awards program was sponsored by the California Historical Museum. As previously, the Commission presented awards to five women for their respective contributions in

the areas of young women's empowerment, women's health and the arts. The 1997-98 recipients were, in the Young Women's Empowerment category, Olga Talamante, *INROADS/Northern California* and Dawn Riley of *America True*. In Women's Health category Barbara Garcia, *AIDS Interventionist*, and Cynthia Selmar of the *South East Health Center* were honored and in the Arts Janice Mirikitani, *Poet/Writer*, was recognized. Ms. Mirikitani honored the evening with the reading of a poem that was specifically written for the Women Making History event.



Take Your Daughter to Work Day

The San Francisco Commission on the Status of Women once again sponsored its annual program in honor of *Take Your Daughter to Work Day* on April 25. We recruited fifteen girls for the day from San Francisco Schools in collaboration with the Mayor's Office and Jr. Achievement of The Bay Area, Inc. These girls experienced a full day of programs including accompanying members of the Board of Supervisors and Mayor's staff for a day. They participated in a Mock Board of Supervisors hearing sponsored by Supervisor Teng, and heard inspiring talks by Treasurer Susan Leal and Board President Barbara Kaufman.

Women Who Make a Difference

The Women Who Make a Difference event has become one of the best attended events of the year. As usual, this event honors women, organizations and businesses that contribute to the employment and economic development of women. In 1997 WWMAD program chose four individuals,

one business, and one non-profit as awardees for their outstanding contributions to the advancement of women in the workplace. These awards specifically demonstrated the Commission's strong support for "cracked glass ceilings," equal opportunity, immigrant and young women. The awardees were honored at a reception attended by over 250 people at the Gallery Design Center. The individual awards were presented to LORA JO FOO of the *Asian Law Caucus*, KATHRYN HOW of the *City and County of San Francisco Department of Public Works*, BARBARA MORRISON of *TMC*

Development, and RENEE SAUCEDO of the *Northern California Immigrant Rights Coalition*. PACIFIC GAS AND ELECTRIC COMPANY was singled out in the business category and the CENTER FOR YOUNG WOMEN DEVELOPMENT was recognized for its efforts in the non profit sector.

Domestic Violence Awareness Month

It is the COSW's goal to insure that we acknowledge the contribution of men and women who make a difference in the area of Domestic Violence. This year, COSW joined the Family Violence Council at the Palace of Fine Arts in a successful event highlighting the City's accomplishments. During the event, COSW held its Ninth Annual Domestic Violence Honorary Awards ceremony. COSW honored Miriam Gonzales with the Isabel



Cerna Award for her outstanding leadership as a survivor and for her efforts to educate the public about the devastation this issue causes, particularly in the Latino Community. **Inspector Dolores Casazza** was presented with the Del Martin Award for her significant contribution in changing the attitudes (about domestic violence) among her peers in the police department. The Leadership Award was presented to **Barbara Brooten**, Supervisor to the Domestic Violence Unit of the Adult Probation Department, for her tenacity and commitment to centralizing domestic violence cases and establishing the Domestic Violence Unit. **Chief Fred Lau** and **Judge Donna Little** were honored with the President's Award for their tireless work in improving the system's response, in their respective areas, to domestic violence for survivors of abuse.



In addition to COSW's internal activities, the staff participated in a variety of events including the Department of Public Health's Domestic Violence Awareness Month Kick-Off Event, and assisted the Partners Ending Domestic Abuse "Give Us Your Lunch Money" campaign. Staff participated in the District Attorney's Office/Community United Against Violence press conference and "March to End Domestic Violence in the Gay, Lesbian, Bisexual and Transgender Community."

Mayor's Great Sweep

The Director served as District Captain for District 4 (Mission District) for the Mayor's Great Sweeps I and II. The great sweep gave the department the opportunity to work with other City departments, Mayor's staff and a variety of community groups who volunteered to make this event a success.

FRIENDS OF THE COMMISSION

The FRIENDS continue to provide invaluable support to the Commission by raising funds for activities that are not regularly funded by the City. The staff of the FRIENDS has been instrumental in the coordination of all special events and developed the registration data base used for the events during the year. Most importantly, however, was the assistance provided in the planning and implementation of the Association of California Commissions Convention.

Future directions

We have to improve life, not just for those who have the most skills and those who know how to manipulate the system. But also for and with those who often have to much to give but never get the opportunity.

Dorothy Height

CEDAW will outline the direction of COSW for the next three years. The ordinance calls for a gender analysis to be conducted in several City departments. It also calls for training in gender analysis. This analysis will focus on employment, service delivery and grants to women in the City. Furthermore, it will cover three of the COSW's priorities: Violence Against Women, Employment/Economics and Health. The implementation of CEDAW will become COSW'S blue print for the future.

We will be monitoring the implementation of the Violence Against Women Strategic Action Plan. To this end, a needs assessment will be conducted to identify service needs and gaps. A revised plan will be published once the results of this needs assessment are finalized. The future funding strategy for Violence Against Women will depend greatly on the new revised plan.

We will continue to focus on the long term solutions to women and girl's development and to create a much larger network in the State to insure that women everywhere benefit from our successes and challenges.



There is a vitality, a life force, an energy, a quickening that is translated through you into action, and because there is only of you in all time, this expression is unique. And if you block it, it will never exist through any other medium and will be lost.

Martha Graham

Appendix

COMMISSION ON THE STATUS OF WOMEN

Violence Against Women Programs

Fiscal Year 1997-98

Asian Women's Shelter

Domestic Violence Shelter Program

Amount: \$105,803

Provide a battered women's shelter, and support services for Asian women and their children.

Beckie Masaki, Executive Director

3543 18th Street #19

San Francisco, CA 94110

751-7110 (phone) 751-0806 (fax)

Bayview Hunters Point Foundation

Women Against Violence Everywhere Project*

Amount: \$28,575

Provide school, community and agency based violence against women prevention education to school-aged girls and their mothers.

Karen Patterson Matthew, Executive Director

1325A Evans Avenue

San Francisco, CA 94124

824-0211 (phone) 824-0260 (fax)

Bar Association of San Francisco

Volunteer Legal Services Program

Cooperative Restraining Order Clinic

Amount: \$50,000

Provide legal services to assist battered women file and obtain Orders of Protection.

Emberly Cross, Staff Attorney

Cooperative Restraining Order Clinic

225 Bush Street, 7th Floor

San Francisco, CA 94104

982-8416 (phone) 982-4243 (fax)

Community United Against Violence

Lesbian/Bisexual/Transgender Women's Media*

Amount: \$20,000

Provide public media campaign to increase lesbian, bisexual and transgender women's awareness of violence against women, and access to direct services.

Lester Olmstead-Rose, Executive Director

973 Market Street, Suite 500

San Francisco, CA 94103

777-5500 (phone) 777-5565 (fax)

Bar Association of San Francisco

Volunteer Legal Services Program

Domestic Violence Legal Services

Amount: \$51,500

Provide family law legal services to women who have experienced domestic violence.

Tanya Neiman, Executive Director

465 California Street, Suite 1100

San Francisco, CA 94104

982-1600 (phone) 477-2390 (fax)

Cultural Odyssey

Medea/Glide Collaboration*

Amount: \$40,000

Develop a theatre production in which survivors address violence against women, poverty and race; and stage community performance series.

Idris Ackamoor, Executive Director

762 Fulton Street, Suite 306

San Francisco, CA 94102

292-1850 (phone) 346-9163 (fax)

Donaldina Cameron House
Domestic Violence Advocacy Services
Amount: \$81,500

Provide social services, counseling and advocacy to battered Asian women and their children.

Rev. Harry Chuck, Executive Director
920 Sacramento Street
San Francisco, CA 94108
781-0401 (phone) 781-0605 (fax)

Family Violence Prevention Fund
Mission Station Community Outreach
and Advocacy Project
Amount: \$81,312

Provide on-site victim advocacy for battered women and train Mission Station officers.

Esta Soler, Executive Director
383 Rhode Island Street, Suite 304
San Francisco, CA 94103
252-8900 (phone) 252-8991 (fax)

Girls After School Academy
Family Violence/Sexual Assault Prevention*
Amount: \$7,535

Provide presentations to adults and children in Sunnydale regarding dating violence, domestic violence, sexual assault and sexual harassment.

Jumoke Hinton, Executive Director
3543 18th Street, Suite 15
San Francisco, CA 94110
584-4044 (phone) 406-1922 (fax)

Goldman Institute on Aging
SF Consortium on Elder Abuse Prevention
Training Program for Service Providers*
Amount: \$17,000

Develop domestic violence/sexual assault assessment tool, and provide cross-training for violence against women and elder direct services agencies.

Lisa Nerenberg, Director
Consortium for Elder Abuse Prevention
3330 Geary Boulevard, Second Floor
San Francisco, CA 94118
750-4188 (phone) 750-4136 (fax)

Horizons Unlimited
Young Women Arise Project*
Amount: \$20,000

To provide peer prevention education regarding violence against women to youth in the Mission and Western Addition neighborhoods.

Jennifer Reed, Acting Co-Director
440 Potrero Avenue
San Francisco, CA 94110
487-6700 (phone) 487-6724 (fax)

La Casa de las Madres
Domestic Violence Shelter Program
Amount: \$224,037

Provide emergency shelter, and supportive services for battered women and their children.

Linda Wohlrabe, Acting Executive Director
965 Mission Street, Suite 300
San Francisco, CA 94103
777-1808 (phone) 777-1348 (fax)

Nihonmachi Legal Outreach
Domestic Violence Legal Services
Amount: \$81,500

Provide legal services and representation to Asian battered women, including family and immigration law.

Dean Ito Taylor, Executive Director
1188 Franklin Street, Suite 202
San Francisco, CA 94109
567-6255 (phone) 567-6248 (fax)

Saint Vincent de Paul Society
Brennan House
Amount: \$34,500

Provide transitional housing and supportive services for battered women and their children.

Rosalie House
Amount: \$125,563
Provide emergency shelter and supportive services for battered women and their children.
Jennifer Grant, Program Director
The Riley Center
3543 18th Street, #4
San Francisco, CA 94110
255-2894 (phone) 255-2895 (fax)

**SF Neighborhood Legal Assistance Fdn.
Prevention Education in Middle Schools***

Amount: \$27,000

Develop curriculum and provide domestic violence and sexual assault prevention education to middle school students.

Domestic Violence Legal Services

Amount: \$51,610

Provide family law legal services to women who have experienced domestic violence.

Ramón Arias, Executive Director

225 Bush Street, 7th Floor

San Francisco, CA 94104

982-1300 (phone) 982-4243 (fax)

W.O.M.A.N., Inc.

**Domestic Violence Crisis Line
and Supportive Services**

Amount: \$146,500

Provide twenty-four hour domestic violence crisis line and supportive services.

Jeanie Morrow, Executive Director

333 Valencia Street, Suite 251

San Francisco, CA 94103

864-4777 (phone) 864-1082 (fax)

* One year funding for prevention projects.

**San Francisco Women Against Rape
Crisis Line and Advocacy & Accompaniment**

Amount: \$154,000

Provide twenty-four hour rape crisis line, and advocacy and accompaniment services to survivors of sexual assault.

**Sexual Assault Awareness, Prevention
and Education Program**

Amount: \$66,845

Provide sexual assault prevention community outreach, public awareness, and education.

Students Talking About Non-Violent Dating*

Amount: \$27,000

Provide peer prevention education regarding violence against women to high school students.

Rebecca Rolfe, Executive Director

1841 Market Street, Third Floor

San Francisco, CA 94103

861-2024 (phone) 861-2092 (fax)

University of California

San Francisco Center on Deafness

Domestic Violence/Sexual Assault Prevention*

Amount: \$9,475

Provide prevention workshops to deaf and hearing-impaired children and adults, and training for violence against women agencies.

Nancy Moser, Executive Director

San Francisco Center on Deafness

3333 California Street, Suite 10

San Francisco, CA 94131

476-4980 (phone) 476-7113 (fax)

COMMISSION ON THE STATUS OF WOMEN VIOLENCE AGAINST WOMEN PROGRAMS

Service and Client Statistics Fiscal Year 1997-98

DOMESTIC VIOLENCE PROGRAMS

Clients Served

Advocacy Services	809
Crisis Line Services	12,068
Legal Services	2,782
Women/Children Sheltered	1,242

Service Statistics

Crisis Line Calls	17,673
Bednights In Shelter	25,175

Client Demographics

African American	1,092
Asian Pacific Islander	1,238
European American	1,023
Latina	1,642
Middle Eastern	33
Native American	16
Other/Bi-Racial	68
Unknown	11,789

SEXUAL ASSAULT PROGRAMS

Clients Served

Advocacy & Crisis Services	199
Crisis Line Services	420
Trainings & Presentations	1,215

Service Statistics

Crisis Line Calls	2,774
Trainings & Presentations	210
Materials Distributed	12,100

Client Demographics

African American	486
Asian Pacific Islander	272
European American	490
Latina	236
Middle Eastern	11
Native American	30
Other/Bi-Racial	0
Unknown	309

*Violence Prevention Education Programs
In Fiscal Year 1997-98, for the first time,
funding previously allocated to domestic
violence institutional change activities was
allocated to community-based violence
prevention education programs designed to
address both domestic violence and sexual
assault as part of the continuum of violence
against women and girls.*

Service Statistics

Events/Trainings/Presentations	728
Materials Distributed	10,439

Client Demographics

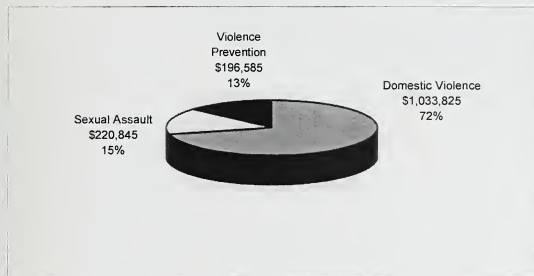
African American	910
Asian Pacific Islander	1,655
European American	431
Latina	990
Middle Eastern	15
Native American	2
Other/Bi-Racial	24
Unknown	2,632

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN

Violence Against Women Programs
Summary of Funded Services
Fiscal Year: 1997-1998

Total Funds Allocated: \$ \$1,451,255

Summary by Program

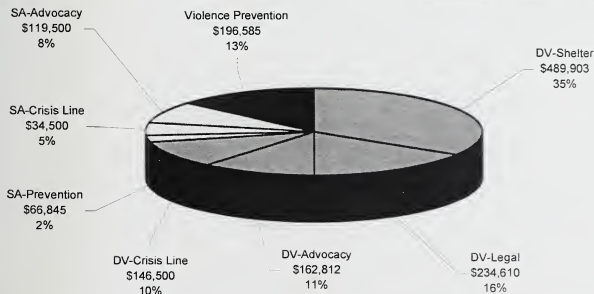


Summary of Program Detail

■ Domestic Violence

□ Sexual Assault

■ Violence Prevention



*1998-1999
Annual Report*



San Francisco Commission
on the Status of Women

SAN FRANCISCO COMMISSION ON THE STATUS OF WOMEN



1998-99 Annual Report

Willie L. Brown, Jr., Mayor

Commission Members

Patricia Chang, President
Ximena A. Delgado, Vice President
Caryl Ito*
Dorka Keehn
Carolene Marks
Juanita Miles
Emily M. Murase
Regina Phelps*

Sonia Melara, Executive Director

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* Terms expired FY 1999-2000



Dedication

*This Annual Report is dedicated to
Del Martin and Phyllis Lyon,
two women of courage
who have spent their lives living their truth,
fighting for women's rights to self determination
and serving as models for all women.
They inspire us to take action to change history for women.*

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ANNUAL REPORT CREDITS

Report: COSW Staff

Editing & Design: Kathleen Cha / Imtech Communications

COSW Mission Statement

To foster the socioeconomic, political and educational advancement of women and girls throughout San Francisco; to insure equal treatment and services to women and girls from public agencies and the private sector by assisting City and County government to develop and implement policies, legislation and programs which address the needs of all women and girls.

The department's priorities are to address economic barriers (in employment and business) and violence against women. The department will focus on programs which specifically impact women and girls whose needs have not yet been addressed fully (i.e. women of color).

January 2000

Letter from the Director

This is the year that San Francisco took the lead in the United States by implementing CEDAW (Convention to Eliminate All Forms of Discrimination Against Women). As you will read in this report, CEDAW brings together all other issues under the Commissions' mandate. Therefore, CEDAW, by definition will become the strategy to guide the department's work in the years to come.



The implementation of CEDAW and the direction for our Violence Against Women programs places this Commission in a proactive direction. Additional funds were invested this year to implement the new Violence Against Women Strategic Plan. In addition, we were funded to conduct a Violence Against Women needs assessment. The needs assessment will evaluate existing programs and identify the gaps in services to the community. Once the needs assessment findings are in, together with service providers, the department will develop a plan to reflect our future strategy and funding.

As we evaluate our own work and that of the programs we fund, the department with the Controller's Office worked with our grantees to develop meaningful performance standards. As a result of these efforts, we now have strong standardized measures which will evaluate the quality of our services and pave the way to improved access to services for a greater number of survivors.

The department is very proud of its accomplishments and thanks our elected officials and the San Francisco women's community for the support we have received to insure that our goals and objectives are realized.

**Executive Director,
Sonia E. Melara**

CEDAW:

***LOCAL IMPLEMENTATION OF
THE CONVENTION ON THE
ELIMINATION OF ALL FORMS
OF DISCRIMINATION
AGAINST WOMEN (CEDAW)***

History

In April of 1998, the San Francisco Board of Supervisors and Mayor Willie L. Brown, Jr. enacted an Ordinance locally implementing the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This action made San Francisco the first and only city in the United States to implement CEDAW through local legislation.

The Ordinance was born from a unique public/private partnership between the Commission on the Status of Women and a group of community organizations which included the Women's Institute for Leadership Development for Human Rights (WILD). The San Francisco Board of Supervisors' former President Barbara Kaufman provided critical support and efforts to ensure the passage of the Ordinance.

The CEDAW Ordinance provides a unique, holistic and active approach to eliminate discrimination and ensure equal opportunity. Its broad definition of discrimination also includes gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately.

Implementation

There were three objectives that COSW operated under in its strategic plan to ensure implementation of CEDAW: establish and staff CEDAW Task Force; hire a consultant to develop gender analysis and training; and develop and conduct gender analysis. These were successfully accomplished.

This past year, the Commission on the Status of Women, together with the CEDAW Task Force, began implementing CEDAW locally. The CEDAW Task Force chose two departments to undergo a gender analysis. The Department of Public Works was selected for its large size, nontraditional employment opportunities for women, and provision of indirect services (services not provided to an individual person), such as street construction and building design. The Juvenile Probation Department provided an opportunity to examine service provision to an increasing population of

CEDAW Ordinance defines discrimination against women and girls as “any distinction, exclusion, or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”¹

¹ City and County of San Francisco, The United Nations Convention on the Elimination of All Forms of Discrimination Against Women Ordinance (“CEDAW Ordinance”), Ordinance No. 128-98 (Approved April 13, 1998, Section 12.K.2).

diverse young women, and to delve into its emphasis on community services.

The aim of the gender analysis was and is for each department to examine proactively the different needs of the population that it serves and employs, and to integrate those needs into its daily operations. To conduct the gender analyses, the Commission and the CEDAW Task Force examined each department for discrimination in the areas of budget allocation, service delivery, and employment practices. Together, we led the departments through the process of conducting a gender analysis that identified discrimination and made recommendations to remedy any gender inequities and to ensure that each department would meet the human rights of women and girls.

Results

First and foremost, Commission staff found that the process of conducting a gender analysis itself leads to positive results. Most departmental personnel not only were receptive to the analysis as a more proactive approach to eliminating discrimination, but also some department staff, on their own initiative, began to change the way they evaluated their employment policies, programs and services to serve all persons more effectively.

Second, several themes were present in both departments, reflecting a broader need for citywide policy development in these areas. There was a general need for education in human rights with a gender perspective. This training is considered crucial for staff to learn how to integrate gender into budget planning, program and service development, and employment practices. It was also recognized that there was a need to collect comprehensive data relevant to evaluating gender equity. These data are essential to designing and delivering effective and equitable services, creating fair employment practices, and equitable budget allocations.

Finally, there was a need to create a more fair and equitable workplace: to enhance efforts to recruit, sustain, and develop a more diverse workforce with an emphasis on family friendly environments. These themes, the gender analysis of each department, and recommendations for action are documented in the report "Human Rights with A Gender Perspective: A Gender Analysis," available on the Commission's website at <http://www.ci.sf.ca.us/cosw>.

Future

As a result of the analyses, both departments have expressed a desire to continue working with the Commission on the Status of Women to implement these recommendations. This next year, the Commission and the CEDAW Task Force will also be conducting the gender analyses with four additional departments: the Adult Probation Department, the Arts Commission, the Commission on the Environment, and the Rent Board.

In so doing, we will continue to improve the gender analysis process by, for example, offering ongoing human rights training and technical assistance to each department.

In the future, the Commission on the Status of Women, together with the CEDAW Task Force, will also:

- conduct citywide training in human rights with a gender perspective
- work towards implementing the principles of CEDAW in the private sector; and
- continue to work towards gender integration in all city policies.

We continue to believe that CEDAW will determine the strategic direction for the Commission in the years to come.

VIOLENCE AGAINST WOMEN POLICY AND PROGRAM



Violent solutions to social problems have been incorporated into the mainstream culture of the United States...this must change.

Del Martin (Battered Wives)

As part of the COSW strategic plan, a key mandate was emphasized regarding the issue of Violence Against Women. The goal has been to continue to administer and manage Violence Against Women programs; addressing and implementing the recommendations outlined in the VAW strategic plan, and developing policies to insure coordination of City services and long term impact on the prevention of violence against women and girls. Six objectives were defined to ensure that this goal would be met and they were successfully implemented throughout the program year. They included:

- administer and manage VAW City funds and programs;
- establish Work Plan and coordinate the work of the Adult Sexual Assault Task Force;
- establish Work Plan and coordinate the work of the Young Women and Girls Sexual Assault Task Force;
- continue all institutional work and program development for VAW in collaboration with other City departments;
- conduct legislative review and provide recommendations on VAW issues; and
- hold Domestic Violence Awareness month activities.

CalWORKS

Department staff worked with the Domestic Violence and CalWORKS Committee, on the implementation of the Department of Human Services policy protocols and training of the Department of Human Services employment specialists based on requirements for TANF (Temporary Assistance for Needy Families) recipients. COSW staff also negotiated the provision of domestic violence services for CalWORKS participants, who are survivors of abuse, through one of the department's funded agencies. These services include on-site counseling and support groups, technical assistance on individual cases and continued training of DHS case workers.

Violence Against Women Policy

Adult Sexual Assault Task Force

The Adult Sexual Assault Task Force, staffed by Commission staff, continued its efforts to establish a Citywide Response to Sexual Assault. This year, we continued developing a formal Sexual Assault Response Team (SART), focusing on establishing inter-departmental protocols and procedures.

Sexual Assault of Girls and Young Women Task Force

The Task Force on the Sexual Assault of Girls and Young Women began to implement its three-year plan. During the year the Task Force worked on preparing the members to conduct sexual assault prevention training to high schools, and at conferences. They were able to successfully train over 200 people from diverse backgrounds, male and female, ranging from 13 years-old to adults.

Family Violence Council

The COSW staff continues to be actively involved with the Family Violence Council's work. Commission staff continues to chair the Council's Domestic Violence Death Review Team (DRT), and reviewed five cases this year. Areas of improvement in the City's response to

There is a need for outreach to the immigrant communities who do not utilize mainstream domestic violence services or law enforcement.

domestic violence have been found in the process used to review each domestic violence homicide. For example, there is a need for outreach to the immi-

grant communities who do not utilize mainstream domestic violence services or law enforcement. A report from the DRT with recommendations on the strengths and weaknesses of the City's response to domestic violence was submitted to the Council in January 1999. The report recognized the need for the City to include programs that serve immigrant populations and recommended that the City allocate funds for

- (1) data collection and survey of resources;
- (2) outreach to communities and agencies; and
- (3) information and educational materials to communities.

California Police Officers Standards and Training (POST)

Commission staff was invited to serve on the Experts Panel for the production of a training video for First Response which was released in December 1999. The purpose of the video was to assist officers who respond to domestic violence calls to assess the situation, and deal with victims, children, and offenders in an appropriate and sensitive manner.

Violence Against Women Programs

Fiscal Year 1998-99 was a year of tremendous growth for the

Commission on the Status of Women's Violence Against Women Programs. We took the lead in developing plans and implementing policies on Violence Against Women that would result in long term viable solutions and strategies which would have lasting effect on the lives of women and their families.

A few key highlights of our Violence Against Women Programs follow:

- The City allocated an additional \$300,000 for our grant program, and \$80,000 to conduct a needs assessment.
- The department conducted extensive outreach to promote our Request for Qualifications Fiscal Years 1998 - 2001. The result was an unprecedented response from diverse communities, with applications received from twenty-five organizations that had never before applied for Commission funding. To support a variety of community-based solutions to violence against women, the COSW funded a broad range of organizations, including ones that have a history of addressing violence against women without prior City funding.
- Our grant program was expanded in significant directions, including a new service area, Transitional Services, which provide victims of domes-

tic violence with aftercare counseling, along with housing and employment assistance designed to help them become financially independent.

- The Commission initiated funding for eleven new programs, including culturally-specific programs for African Americans, Asians, and Latinas; first-time services for Cambodian, Filipino, Laotian, and Samoan communities; projects for street prostitutes and incarcerated young men; and a significant increase in youth outreach and education.

Performance Measures

As the City moves toward measuring performance, the COSW has led the way by working with the Controller's Office and our grantees to develop meaningful performance standards. Staff conducted extensive research into both the purpose and process of performance measurement development, and assigned grantees to working groups in which they drafted performance measures and instruments for each service area. As a result, we now have strong standardized measures for all COSW-funded services. Our grant program performance measures are quantitative, include performance targets, focus on desired outcomes of projects, and assess the effect or effectiveness of services. These new measures will be incorporated into grant plans for the next fiscal year.

Inter-Departmental Collaborations

In response to the citywide directive to consolidate programs, reduce duplication, conserve resources, and improve customer service, the COSW established key inter-departmental collaborations during FY 1998-99. The COSW continued to be a member of the Inter-Departmental Working Group on Grant Funding (Mayor's Office of Legislative Affairs), and became a member of the Non-Profit Contract Working Group (Controller's Office). In FY 1998-99, the department, in collaboration with the Department of Human Services, initiated domestic violence services within San Francisco's CalWorks Program with training provided for DHS staff and education and advocacy services offered to program participants.

The department also initiated a collaboration with the Mayor's Office of Community Development designed to share information regarding community organizations seeking City funding, and to maximize effectiveness of City funds by coordinating support for programs that best fit both department's criteria, thus expanding the funding pool and providing better coordination.

Technical Assistance, Information & Resources

Staff provided resources, referrals, statistics, information and technical assistance to students, researchers, media, community groups and service agencies (at local, statewide, regional, national, and international levels), on a wide range of topics including violence against women policies and programs, sexual assault, funding sources, domestic violence, hate crimes, child abuse, sexual slavery, women's self-defense, prostitution, local services for survivors, violence prevention education, laws and legislation, the criminal justice system, and more.

EMPLOYMENT AND ECONOMICS

*Mankind has not woven the web of life.
We are but one thread within it.
Whatever we do to the web,
we do to ourselves.
All things are bound together.
All things connect.*

Chief Seattle (1995)

It was a primary goal within the strategic plan of COSW to assist women to eliminate barriers to employment/ economic development, with a special emphasis on women who have been impacted by Welfare Reform. The following objectives were developed and successfully carried out during this program year to implement this goal:

- Monitor Welfare Reform implementation and impact;
- Monitor employment discrimination complaints (including sexual harassment);
- Conduct hearings to investigate obstacles in the workplace and economic development (livable wage, family friendly policies);
- Provide periodic reports to the Mayor and the Board of Supervisors on appointments;
- Develop talent bank for appointments; and
- Hold a "Women Who Make a Difference" event.

Three objectives will require more development and implementation before they are completed. This includes the objective of studying job categories and issues affecting women's employment and upward mobility; working with the San Francisco Unified School District to develop policies and activities that promote gender equity in schools and monitoring post-consent decree implementation.

Sexual Harassment

Prevention of sexual harassment has been at the forefront of several Commission activities. The Commission has worked with the City Attorney's office to assist with three major preventative workshops, teaching top management throughout the city how to prevent sexual harassment. The

"Answers to Frequently Asked Questions About Sexual Harassment"
at www.ci.sf.ca.us/COSW.

The workshop included the Commission's Executive Director, Sonia Melara, leading a panel of department managers in addressing specific methods of prevention. The Commission also conducted two preventative sexual harassment training for top management at the Housing Authority. "Answers to "Frequently Asked Questions About Sexual Harassment" and other very useful resource materials are available on the Commission's website: www.ci.sf.ca.us/COSW.

Living Wage

The San Francisco Commission on the Status of Women has been following the living wage issue closely all year and has been studying its effect on women in the City and County of San Francisco. The Commission has reviewed the legislation, as presently drafted, and heard from a variety of individuals and organizations both in support and opposition to this proposal at its July 28, 1999 Commission meeting. At that meeting, the Commission passed a motion in support of the concept of a living wage legislation. The Commission was particularly concerned that any legislation applies to In Home Health Services workers, who are largely women

of color, and who serve primarily frail, elderly women. The department also funds a number of nonprofit that would be affected by the enactment of this statute, and consequently the Commission has urged the city to include the necessary funds to cover any wage increases so services will not be decreased.

Recruitment

Through the San Francisco Commission on the Status of Women's recent work implementing the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW), we learned that many city departments lack effective practices in employee recruitment. Finding effective methods of personnel acquisition can only serve to help a department, because employees are the backbone of departments. In order to assist departments in obtaining the largest and most diversified response from qualified applicants, the Commission has compiled, and will soon be publishing a guide providing information about recruiting options, with particular attention to the recruitment of women.

Health and Housing Goals

As part of COSW's strategic plan for the year it was proposed that the department participate and collaborate with the Health Department in the development of programs and policy affecting women's health. The first objective was to work with the Health Department Women's Health Coordinator to identify collaborative efforts. The second objective was to review and provide input on policies and legislation affecting women's health. This participation and collaboration was successfully implemented.

A second goal was to investigate and work on the housing needs of women, especially as it related to barriers to employment and economic independence. The primary objective was to work with the Mayor's office of Housing, the Mayor's Office of Homelessness, the Housing Authority and the Human Service Department to alleviate housing issues affecting women. This collaboration was begun and will continue.

Technical Assistance

Each month, the Commission fills approximately 15-20 requests for technical assistance. These are primarily phone calls from City employees (both staff and management, and city residents) seeking information on employment related matters, such as discrimination or sexual harassment. Often individuals call asking for statistics on women or girls.

WOMEN'S LEADERSHIP DEVELOPMENT AND ANALYSIS

The COSW is mandated by Ordinance to report and recommend to the Mayor and Board of Supervisors and other related departments on the composition of employees, boards and commissions within the City government. In June of 1998, the department published a comprehensive annual report on commission appointments and department heads, with statistics, charts, and recommendations including the Mayor's Office Top-Level Executive Staff, Mayoral Commission Appointments and City Department Heads.

The annual report also included data related to appointments made by the Board of Supervisors and information regarding City department heads demographics and compensation, and revealed that new gains had been made by women through appointments to targeted Commissions. This was the first time both the Airport and the Port Commission, which have been traditionally comprised of primarily males, had two women serving on each one of these bodies. The Mayor's Office staff had the most impressive numbers as it related to appointments made by the Mayor of women in leadership positions.

The Commission continues to maintain names and information regarding women interested in appointments in City government, and work closely with the Mayor's Office Appointments staff.

*I am glad to see that men are
getting their rights, but I want women
to get theirs, and while the water
is stirring I will step into the pool.*

Sojourner Truth

MEETING THE NEEDS OF GIRLS TODAY

Our accomplishments demonstrate that throughout the department's existing programs, funding, and new projects we have included a greater emphasis on girls and young women. In addition to the Violence Against Women grant program and the Young Women and Girls Sexual Assault Task Force, the department worked on the following initiatives:

Out Of Sight/Out Of Mind

This past year, the Out of Sight/Out of Mind Task Force completed its work, presenting its final report to the Commission at its September 1998 meeting. In addition to summarizing the work of the Task Force, the report includes a fact sheet on girls in the juvenile justice system and a list of valuable resources on gender specific services for girls. This report is available on the Commission's website at www.ci.sf.ca.us/cosw.

Preventing Sexual Harassment

For over a year, we have also been working in a collaborative effort on Project Respect, working to prevent sexual harassment in the schools, and educating young persons about sexual harassment prevention. Project Respect has been developing culturally appropriate curriculum for students, teachers, administrators and parents. Collaborative members include lead agency Equal Rights Advocates, and community agencies San Francisco Women Against Rape, San Francisco Neighborhood Legal Assistance Foundation, Narika, and Planned Parenthood.

The Commission has also worked with SLASH (Student Leaders Against Sexual Harassment), a student-run Peer Resource group at Everett Middle School. This past year, SLASH successfully sought enactment of the Board of Education's resolution to design and implement a sexual harassment prevention program. A committee has been set up to implement the School Board's resolution.

INFORMATION AND REFERRAL

Technical Assistance And Collaborations

The COSW provides information, technical assistance, and resources and referrals to community groups, city departments, and members of the public. In addition to those services provided under our mandated programs, throughout the year we have received requests to provide data on various matters affecting women such as providing general demographics on women. These statistics were provided to a host of individuals, local, state and national organizations.

Job Library

The Commission maintains a comprehensive job library with employment opportunity listings from public and private sector organizations in the Bay Area. Over 500 women and men have visited the Commission's job library annually.

Publications

The Commission's publications (see appendix attachment for full list) continue to be popular resources with community members and local organizations. Our resource book on the political appointment process, "Road to Leadership," was the most frequently requested publication this year.

Website

The COSW's WEBSITE (<http://www.ci.sf.ca.us/cosw>) includes information on our services, commission meetings, frequently asked questions on sexual harassment, our strategic plan for our violence against women program, and information on COSW events, conferences, and the FRIENDS of the Commission on the Status of Women. The site was visited by over 6,000 people this year. It also provided a valuable service to those who wanted to connect to special events, like the Mayor's Summit. The website, <http://www.ci.sf.ca.us/cosw>, now includes a separate page about CEDAW, and offers free and ready access to many of the Commission's more recent publications.

***The COSW's WEBSITE
(<http://www.ci.sf.ca.us/cosw>)
was visited by over 6,000 people this year.***

EVENTS AND ACTIVITIES



We launched the new fiscal year in August of 1998 with the Association of California Commissions for Women Convention, fulfilling a COSW goal of holding a statewide conference on Commissions on Women. We hosted this first convention in San Francisco and it became the birth place of this state's Association of California Commissions for Women. Twenty Six Commissions from throughout California came together for the first time to strategically and collectively address the needs of Commissions around the state. Our own Executive Director was elected as the first president of the Association. The Convention was organized by a group of department staff and volunteers who invested many hours of their time to insure that this was a successful convention.

One of the most successful events during the convention was the Women in Politics Luncheon featuring Audrey Rice Oliver, a candidate for Mayor of Oakland; Delaine Eastin, State Superintendent of Schools; and Maria Contreras Sweet, President of Hope. Other speakers throughout the convention included Mayor Willie Brown; our state legislators, Assemblymembers Kevin Shelley and Carole Migden; as well as Meryl Marshall, President of the Academy of Arts and Sciences; Angela Oh of the President's Initiative on Race; and our own historic activist California Women's Agenda Chair, Aileen Hernandez. Lynn Jimenes of KGO Radio and Wendy Tokuda of KRON hosted convention special events. In addition, we were joined by leading workshop presenters who provided the audience with a host of successfully attended workshops, ranging from networking to fundraising. The success of this convention was recognized by the National Association of Commissions for Women, which has asked the San Francisco Commission to host its 2000 Convention in San Francisco.

One of the department's goals was to reach out to a variety of communities through various activities, with one of these activities to include special events that honor women in the community. The major events COSW sponsored included Women's History Month in March, "Take Our Daughters to Work Day" in April, Women Who Make a Difference in August, and Domestic Violence Awareness Month Awards held in October.

The department for the first time joined with the Mayor and the Board of Supervisors to

WOMEN'S HISTORY MONTH AWARDS

honor women in the community nominated by the Mayor and members of the Board. The event took place in the Board of Supervisors Chambers and was highly successful. Each member of the Board had the opportunity to honor a woman of their choice. Prior to the Board of Supervisors meeting, the department held a small reception in honor of the awardees where the Mayor Willie L. Brown, Jr. presented his award to Janice Mirikitani, and declared the day as "**Janice Mirikitani**" day.



Ms. Mirikitani is recognized as an extraordinary poet, choreographer, administrator and community activist. She is President of the Glide Foundation and Executive Director of the Programs of Glide Church/Urban Center.

Supervisor Tom Ammiano honored **Martina Gillis**, coordinator of the Coalition for Ethical Welfare Reform (CEWR) which has become the model for creating the most ethical welfare reform programs in the country and a place where welfare recipients voices are heard and valued. As one of the principal spokespersons for recipients in San Francisco, she has tirelessly exposed the devastating effects of welfare reform.

Supervisor Alicia Becerril honored **Tracy Brown-Gallardo**, Director for San Francisco County Services for the YWCA and serves as San Francisco Delinquency Prevention Commissioner and as Treasurer/Board Member of the Mission Neighborhood Health Center. She oversees the Girls Now collaboration which brings together the best expertise in the field of girls' services.



Supervisor Sue Bierman honored **Jane Morrison**, President of the San Francisco Human Services Commission and elected member of the San Francisco Democratic County Central Committee. Her public and private life have been dedicated to community service and human rights.

Supervisor Amos Brown honored **Rya Gilbert Richardson**, a community activist, educator, mentor, wife, mother, grandmother, great mother, entrepreneur, lecture and columnist. Dr. Richardson, co-founder of Marcus Book Stores with her husband Julius, established two stores that are recognized internationally as major sources of literature by, about and for Black people everywhere.

Supervisor Leslie Katz honored **Catherine Muther**, founder and President of the Three Guineas Fund, a public grant making foundation that aims to create access to opportunity for women and girls in education and economy.

Supervisor Barbara Kaufman honored **Isabel Wade**, President of the Urban Resource Systems, a San Francisco based non profit environmental organization the promotes "green planning" and projects. Dr. Wade is also the Executive Director of the Neighborhood Parks Council which is focusing on restoring San Francisco's neighborhood park system.

Supervisor Mark Leno honored **Carole Migden**, 13th District Assemblywoman, Chair of the Assembly Committee on Appropriations which reviews all legislation that has a fiscal impact on the state. Carole Migden made history when she became, not only the first woman to chair this committee, but also the first freshman legislator to take this position.

Supervisor Gavin Newsom honored **Feysan Jefferson Lodde**, founder and chairperson of MV Transportation Inc. MV Transportation offers special needs transportation with an emphasis on transit for people with disabilities.

Supervisor Mabel Teng honored **Becky Masaki**, co-founder and Executive Director of the Asian Women's Shelter (AWS), which is a safe refuge and multilingual, multicultural program dedicated to Asian battered women and their children.

Supervisor Michael Yaki honored **Amy Meyer**, one of seven members appointed by the President of the Presidio Trust Board of Directors which is charged with converting the Presidio to a self sufficient national park. Amy Meyer is a multi-dimensional artist who has also dedicated more than thirty years to creating and preserving the environment of San Francisco.

Supervisor Leland Yee honored **Nancy Lim-Yee**, mental health therapist at the Chinatown Child Development Center (CCDC), where she has served children and families for 23 years.



WOMEN WHO MAKE A DIFFERENCE

On August 13, 1998, in collaboration with the FRIENDS of the Commission on the Status of Women, the department held its Sixth Annual Women Who Make a Difference awards program. These awards were presented at a reception at the popular City Club with a special acknowledgment from Mayor Willie L. Brown, Jr. This awards program honors distinguished women from the private and public sector, and businesses throughout San Francisco, who have made a positive difference in women's lives in the areas of employment and economic advancement. The following women were honored at our Sixth Annual Women Who Make A Difference awards program:

Karen Clopton

Karen Clopton is the first African American woman Commissioner in the 100-year history of the San Francisco Civil Service Commission.

Rose Fua

As a staff attorney at Equal Rights Advocates (ERA), Rose Fua established a strong reputation as an expert in the field of gender discrimination.

Amy Levine

Founder of the Women's Resource Center at UCSF and Director for 14 years, Amy Levine has coordinated this valuable service for women at UCSF and beyond.

Marcie Seville

Marcie Seville founded the Women's Employment Rights Clinic (WERC) of Golden Gate University Law School in 1993, and under her direction, it has represented hundreds of low-income women in their legal battles for employment rights.

Leslie Stansfield

In 1980, as the first female building inspector for the City and County of San Francisco, Leslie Stansfield broke through the unspoken "Boys Only Club."

McCutchen, Doyle, Brown & Enersen, LLP

Many law firms have voiced their commitment to recruiting and advancing women attorneys. The difference is that McCutchen, Doyle, Brown & Enersen, LLP delivers on this pledge. Of the nation's 250 largest law firms, McCutchen has the second largest percentage of female attorneys.

Louise Renne

Louise Renne, San Francisco City Attorney, actively promotes and hires a diverse group of attorneys and staff, including women entering and re-entering the workforce after raising children.

Mabel Teng

Board of Supervisors Member Mabel Teng has exhibited a strong personal commitment to improving the lives of women through the legislation that she has sponsored and through her personal leadership and service to the public.

DOMESTIC VIOLENCE***AWARENESS MONTH 1999***

Confronting Challenges and Transforming Lives was the theme for the Commission's eleventh annual Domestic Violence Awareness Month Honorary Award Ceremony.

Those honored this year were as follows:

The Isabel Cerna Award was presented to **April Martin Chartrand**, a courageous and vocal advocate, activist, poet and lecturer, empowered by her personal experience of domestic violence.

The Leadership Award was presented to **Sandra (Sunny) Schwartz and Hamish Sinclair** for their innovative approaches in dealing with restorative justice and assisting offenders in becoming a part of the solution/prevention rather than the problem. Sunny Schwartz has a long history of working with and developing prison programs. She created and imple-

mented the innovative Resolve *“Confronting Challenges and Transforming Lives”* to Stop the Violence Project (RSVP) that has proven to be very successful in our local jail. Hamish Sinclair is the Executive Director and founder of Manalife Education and Research Institute that develops and implements male role re-education, advocacy and prevention programs for offenders. He also has a long history of establishing peer education and intervention programs for offenders assisting them in stopping their violence towards their partners.



The Young Women's Christian Association (YWCA), Mission Girls Services was presented with the **Del Martin Award**. This group of young Latinas and Latinos, ages thirteen (13) and older, created a video to open dialogue with other youth on issues impacting them including domestic violence. No professional from any field assisted in the making of the video. *“My Story”* realistically touches several areas affecting youth today and highlights domestic violence and its impact in a vivid powerful presentation. The group members consisted of **Daniela Garcia, Maritza Gomez, Yvette Matos, Evelyn Ramirez, Jennifer Ramirez, Susana Rojas, Antonio Garcia, Phil Ramirez, Jonathan Newsom and Anna Castillo**.

Special Recognition was given to Terence Hallinan, San Francisco District Attorney commending his commitment to and emphasis on domestic violence. He established vertical prosecution for misdemeanor domestic violence cases. His commitment to the lesbian, gay, bisexual and transgendered community and the immigrant community has opened access to alternatives for these underserved populations.

Honorable Judge Julie Tang received the **President's Award** this year. Judge Tang has presided over the Domestic Violence Court since its inception in June 1997. She has demonstrated an invaluable expertise in ensuring that the handling of domestic violence cases is standardized and are treated with care, consistency and swiftness. This has resulted in more timely and effective intervention which is always critical in domestic violence cases.

On Thursday, April 22, 1999, the San Francisco Commission on the Status of Women arranged for girls from San Francisco to accompany members of the Board of Supervisors and Mayor's staff for Take Your Daughters to Work Day. This national day is designed to focus attention on girls. Recent studies continue to demonstrate that young girls have lower expectations for their future than do boys. During adolescence, many girls experience a sudden drop in self-esteem. The Take Our Daughters to Work Day was created specifically to

**TAKE OUR DAUGHTERS
TO WORK DAY.**

let girls know that they, too, are important and have many opportunities in their future. Take Our Daughters to Work Day at City Hall was a collaboration with the Mayor's Office and Junior Achievement of The Bay Area, Inc.

This year, the Commission on the Status of Women, with the assistance of Junior Achievement of the Bay Area, Inc., recruited 25 girls to participate in the event. To prepare for the day, these 25 girls and many other girls in San Francisco schools wrote a short essay on, "Why/Why not would I like to be Mayor of San Francisco?" One future politician wrote that, if she were Mayor of San Francisco, "Everything would be working correctly. Everyone would have a place to live. Children would receive an education. Streets would be cleaned." Our response was, "let's start work on her election today!"

Other Public Relations And Outreach Activities

In an effort to insure public awareness of the COSW services and activities, the department has participated in a variety of activities during the year. These activities include events developed in collaboration with FRIENDS and other members of the community locally and statewide. Other activities included co-sponsoring or attending other community events. The department's participation was planned strategically to insure that we were able to reach various sectors of the San Francisco community.

Women's Leadership Alliance (WLA)

The Commission was a founding member of the Women's Leadership Alliance, which brings together key women's associations and organizations to address in collaboration key issues affecting women, focusing primarily on women's economic security, with the goal of ending gender discrimination, improving women's well-being, mentoring young women, and increasing resources for women as decision makers. The first event was a well-attended symposium held in March 1999, "Women's Economic Equity and Independence," which focused on CEDAW and the future of Social Security.



Mayor's Women Summit

Our staff participated in the second Mayor's Women Summit. In addition to the department providing ongoing support and information, the Executive Director played a strong role in the Program Development Committee.

Mayor's Great Sweeps

Once again, we joined the Mayor in two Great Sweeps. Our Executive Director served as District Captain for District 4 (Mission District) for the

Mayor's Great Sweeps, which gave COSW the opportunity to work with other City departments, the Mayor's staff and a variety of community groups who volunteered to make these events successful.

FRIENDS of the Commission

The FRIENDS continue to provide invaluable support to the Commission by raising funds for activities that are not regularly funded by the City. The staff of the FRIENDS has been instrumental in the coordination of all special events and developed the registration data base used for the events during the year.

A certain day became a presence to me; there it was, confronting me--a sky, air, light: a being. And before it started to descend from the height of noon, it leaned over and struck my shoulder as if with the flat of a sword, granting me honor and a task. The day's blow rang out, metallic--or it was I, a bell awakened, and what I heard was my whole self saying and singing what it knew: I can.

Denise Levertov, from Breaking the Water

ORGANIZATIONAL GROWTH AND DEVELOPMENT

Be the change you wish to see.

Kristin Cobble

A Strategic Plan Goal during the 1998-99 FY that drove activities regarding the organizational development of COSW was developing an image for the organization to insure its strength visibility and community awareness. The objectives developed to do this included:

- provide legislative review and recommendations on all issues affecting women;
- insure that elected officials and other departments understand our role and know of our activities;
- utilize the media and other vehicles to insure the public knows what we do;
- develop more visibility through the Internet; and
- develop and distribute educational and promotional materials.



These objectives were successfully carried out and work is continuing on strategically conducting events and activities that reach out to various sectors of the community. More work is needed to complete the staff job classification review and to implement re-classification, as well as to increase staff to expand our resources, write grants and implement CEDAW. The objectives regarding moving the office to a larger space, providing staff with the use of a City car, and networking office computers within the office and throughout the City were postponed.

Growth and Development of COSW Staff

Two significant changes at COSW were the promotion of long-time department employee Rosario Navarrette to the newly created Assistant Director position; and the hiring of another full-time program staff, Latika Malkani, who assumed responsibility for the implementation of CEDAW.

Interns and Volunteers

The Commission's staffing needs are augmented throughout the year with the assistance of many interns and volunteers. We have worked closely throughout the year with the Mayor's YouthWorks Program, an important youth leadership and employment education mentorship program, and COSW staff mentored three young women in the YouthWorks program this year. In addition, students from local community colleges and universities participated in internships year-round, and college students from universities around the country came to COSW to intern during summer months.

Staff Training

The Commission invested additional resources in staff training and conferences this year. In addition to training and conferences offered by the City's Human Resources Department and other local organizations, several members of the staff attended the 1999 Mayor's Summit, and other local and national conferences such as the National Coalition Against Sexual Assault 20th Annual Conference. This National Coalition Conference, "Take Action, Demand Justice, End Sexual Assault," was held in New Orleans on September 2-5, 1998, and featured a multitude of invaluable workshops, panels, meetings, and resources.

Neighborhood Commission Meetings

In an effort to bring the Commission closer to San Francisco's communities, we began holding neighborhood Commission meetings in 1999. In February we met in Bayview Hunters Point, and in April we met in Chinatown.

Controller's Office Audit of COSW

The Commission was selected for a Controller's Office Audit. Highlighted in this report were the department's commitment to internal controls and strategic direction. We learned lessons from the audit, particularly the development of performance measurement, which will continue to shape the department's service delivery in years to come. We are in the process of beginning the implementation of performance outcome measures both for the department and the funded programs. In addition, we are implementing (or have implemented) all of the excellent recommendations contained in the audit report. It was also clear from this report that this year's staffing shortage contributed to the delay or non-implementation of mandated tasks.

The implementation of the audit recommendations have resulted in the revision of instructions for grant plans, which will now include the newly established outcome-oriented performance measures for the VAW Grant Program. In addition, the department, assisted by the auditor, began work with grantees to develop standardized performance measures for all violence against women service areas.

Implementation resulted in the revision of instructions for grant plans, which will now include the newly established outcome-oriented performance measures for the VAW Grant Program.

The department welcomed the review and recommendations provided by the audit conducted by the Controller's Office, because it provides the framework for clear direction. As communicated to the Controller's Office, COSW felt the recommendations would be beneficial for all City departments, since

it has been our experience that most departments do not have similar standards. Several of the points raised were based on the most desirable format and/or results, rather than on previously established City guidelines or standards. Further, we recommended that it would be helpful to measure COSW's performance against other departments responsible for meeting similar objectives with similar resources. That would provide the City with more standardized results.

This audit prompted the department to move forward quickly to ensure compliance with City procedures and requirements as outlined in the Administrative Code. Most importantly, we have begun to develop consistent, meaningful, outcome-oriented performance measures for our department and grantees. This is reflected in the department's performance measures submitted with the 1999-2000 budget request.

FUTURE DIRECTION

The Commission will work with the Mayor and the Board of Supervisors to increase our department's administrative resources so that we can achieve parity with other departments providing similar programs and services.

We will continue to focus on long term solutions to women and girls' development and to create a much larger network in the State to insure that women everywhere benefit from our successes.

*Today's Women
Born yesterday
Dealing with tomorrow
Not yet where we're going
But not still where we were.*

Adrienne Rich

APPENDIX

Violence Against Women Services
Fiscal Year 1998-1999

Overall Services by Category

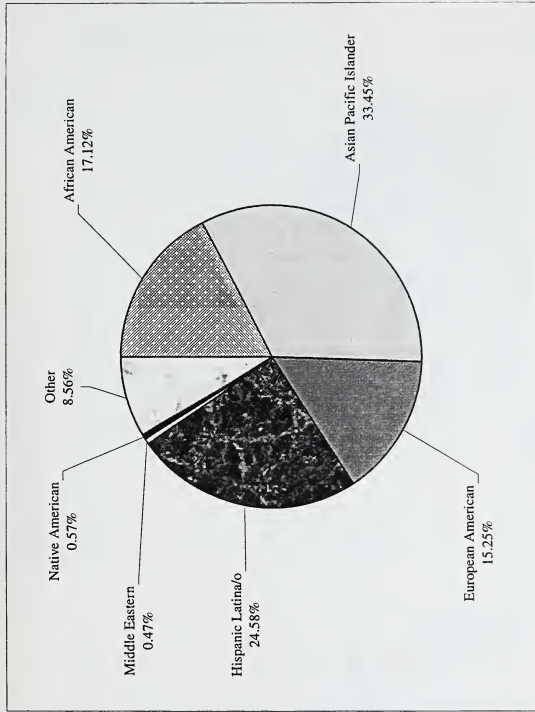
<i>Public Information</i>	<i>Unit of Service</i>	
Education Activities	# of activities	72,963
Information & Referral	# of calls	15,674
Media Contacts	# of coverage	1,185
Technical Assistance	# of assistance	587
<i>Shelter Services</i>		
Women	# of clients	424
Children	# of clients	391
Bednights in Shelter	# of bednights	27,533
Turned Away (lack of space)	# of clients	1,692
Turned Away (other reasons)	# of clients	1,011

<i>Support Services</i>	<i>Unit of Service</i>	
Accompaniment	hour*	3,294
Advocacy	hour*	6,905
Counseling for Children	session	1,790
Counseling for Women	session	10,422
Crisis Calls	# of calls	24,930
Legal	hour*	31,399
Temporary Restraining Orders	# of order	387
Orders After Hearing	# of order	296
Individual Sessions	session	97
Meals	# of meal	2,108
Case Management	# of client	39
Immigrant Assistance	# of client	12
Vocational Assistance	# of client	12

* Figures are rounded off to whole integers.

Overall Client Representation by Ethnicity

African American	2,390
Asian Pacific Islander	4,668
European American	2,128
Hispanic Latina/o	3,431
Middle Eastern	66
Native American	79
Other	1,195
Total New Clients	13,957
Served	

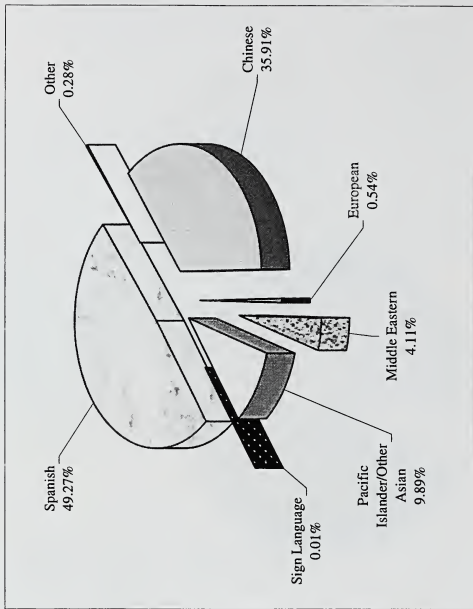


Overall Client Representation by Language

Chinese	4,609	35.91%
European	69	0.54%
Middle Eastern	527	4.11%
Pacific Islander/Other Asian	1,269	9.89%
Sign Language	1	0.01%
Spanish	6,324	49.27%
Other	36	0.28%
	12,835	100.00%

Detailed Breakdown

Cambodian	65
Cantonese	4,321
Hindi	45
Japanese	100
Korean	67
Laotian	11
Mandarin	106
Tagalog	178
Thai	13
Vietnamese	618
Other Chinese	182
Other Asian	172
Croatian	10
Russian	27
Other European	32
Arabic	517
Pakistani	1
Other Middle Eastern	9
African	4
Ilacano	2
Tagina	9



Asian/Pacific Islander: 5878

European: 69

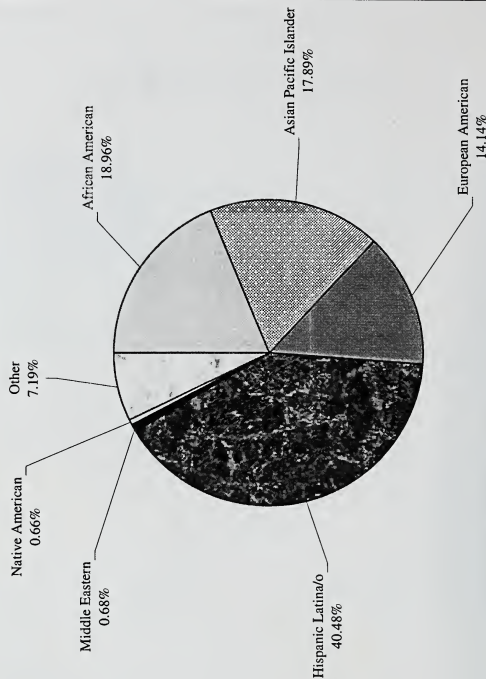
Middle Eastern: 527

Others: 15

Overall Domestic Violence

African American	1,118
Asian Pacific Islander	1,055
European American	834
Hispanic Latina/o	2,387
Middle Eastern	40
Native American	39
Other	424
Total New Clients Served	5,897

Client Representation by Ethnicity



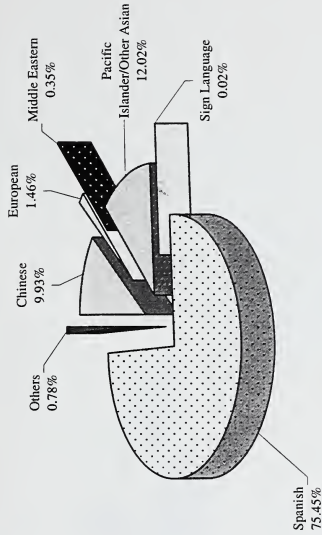
Overall Domestic Violence

Chinese	457	9.93%
European	67	1.46%
Middle Eastern	16	0.35%
Pacific Islander/Other Asian	553	12.02%
Sign Language	1	0.02%
Spanish	3,472	75.45%
Others	36	0.78%
	4,602	100.00%

Detail Breakdown

Cambodian	2
Cantonese	216
Hindi	45
Japanese	96
Korean	65
Laotian	1
Mandarin	89
Other Chinese	152
Tagalog	172
Thai	10
Vietnamese	105
Other Asian	57
Croatian	10
Russian	26
Other European	31
Arabic	8
Pakistani	1
Other Middle Eastern	7
Ilacano	2
Tagrina	9
African	4
Others	21

Client Representation by Language



Asian/Pacific Islander: 1,010

European: 67

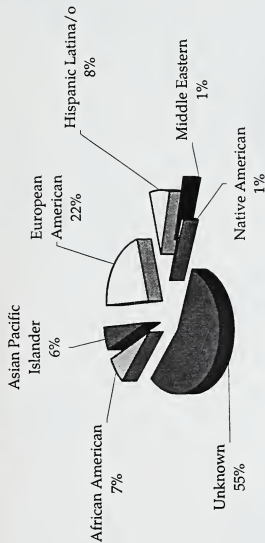
Middle Eastern: 16

Others: 36

Sexual Assault Services by Category

Support Services	<i>Unit of Service</i>	
Accompaniment	hour	132
Advocacy	hour	190
Counseling for Children	session	14
Counseling for Women	session	66
Crisis Calls	# of calls	634

Client Representation by Ethnicity



			Age				
			0-5	6-12	13-17	18-64	65+
African American	39	6.99%	0	1	6	32	0
Asian Pacific Islander	32	5.73%	0	0	5	27	0
European American	121	21.68%	0	0	4	117	0
Hispanic Latina/o	43	7.71%	0	1	7	35	0
Middle Eastern	7	1.25%	0	0	0	7	0
Native American	6	1.08%	0	0	0	6	0
Unknown	310	55.56%	0	0	4	306	0
Total New Clients							
Served	558	100.00%	0	2	26	530	0

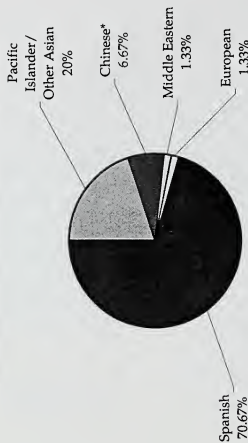
Sexual Assault Services

Pacific Islander/Other Asian*	15	20.00%
Chinese*	5	6.67%
Middle Eastern	1	1.33%
European	1	1.33%
Spanish	53	70.67%
Total	75	100.00%

*see breakdown below

Cantonese	5
Japanese	4
Mandarin	7
Vietnamese	4

Client Representation by Language



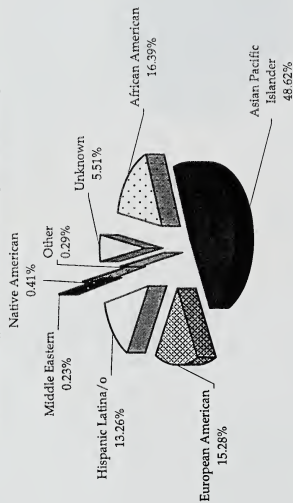
Violence Prevention Education - Services by Category

<i>Public Information</i>	<i>Unit of Service</i>	<i>Support Services</i>	<i>Unit of Service</i>
Education Activities	# of activities	Accompaniment	hour*
Information & Referral	# of calls	Advocacy	hour*
Media Contacts	# of coverage	Counseling for Children	session
Technical Assistance	# of assistance	Counseling for Women	session
		Crisis Calls	# of calls
	33,973		73
	51		205
	772		121
	11		800
			25

* Figures are rounded off to whole integers.

Violence Prevention Education

Client Representation by Ethnicity



		Age				
		0-5	6-12	13-17	18-64	65+
African American	1,201	16.39%	26	573	576	25
Asian Pacific Islander	3,563	48.62%	183	2,220	1,052	15
European American	1,120	15.28%	3	431	681	5
Hispanic Latina/o	972	13.26%	1	632	339	0
Middle Eastern	17	0.23%	0	3	14	0
Native American	30	0.41%	0	7	23	0
Other	21	0.29%	3	8	10	0
Unknown	404	5.51%	15	341	48	0
Total New Clients Served	7,328	100.00%	231	4,215	2,743	45

Violence Prevention Education

Pacific Islander/Other Asian	708	8.62%
Chinese	4,140	50.38%
Middle Eastern	510	6.21%
European	1	0.01%
Spanish	2,858	34.78%
Total	8,217	100.00%

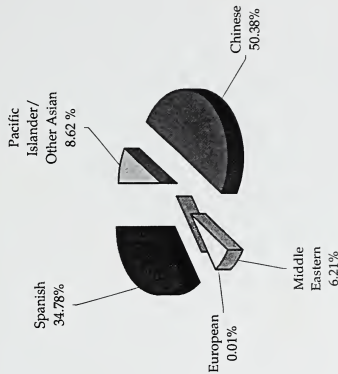
Detailed Breakdown:

Cambodian	63
Cantonese	4,100
Korean	2
Laotian	10
Mandarin	10
Tagalog	6
Vietnamese	509
Other Chinese	30
Thai	3
Other Asian	115
Arabic	509
Other Middle Eastern	1
Russian	1

Asian/Pacific Islander: 4,848
(Others include Filipino dialects,
Hmong, Mien, etc.)

Middle Eastern: 510

Client Representation by Language





San Francisco Commission on the Status of Women
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25-YEAR REPORT

1999-2000 Annual Report



*Celebrating Our Past
Embracing Our Future*

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San Francisco
Commission and
Department
on the Status
of Women

San Francisco
Commission and Department
on the Status of Women



**25-YEAR REPORT
and
1999-2000 ANNUAL REPORT**

Willie L. Brown, Jr., Mayor

1999-2000 COMMISSION MEMBERS

Ximena Delgado
*President**

Juanita Miles
President

Carolene Marks
Vice President

Dorka Keehn
Commissioner

Andrea Shorter
Commissioner

Emily Murase
Commissioner

Valerie Tulier
Commissioner

Dedication

This 25-Year Report is dedicated to the many women and girls who have made great advancements both personally and professionally, and whose courageous actions began the process for improving access and equal opportunities for women. Their dedication and commitment have helped advance the cause for women and girls throughout San Francisco and the nation.



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DISCLAIMER

Throughout this 25-year report we have recorded many of our accomplishments along with those of other women's organizations. We have tried to be inclusive, but a lack of information may have prevented us from including everything possible. We apologize if we have omitted any organizations or vital information, and do not in any way suggest that they are not important or significant.



City & County of San Francisco Commission on the Status of Women

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JUANITA MILES
President

CAROLENE MARKS
Vice President

DORKA KEEHN
Commissioner

EMILY MURASE
Commissioner

ANDREA SHORTER
Commissioner

VALERIE TULIER
Commissioner

Message from the President

Welcome to the Commission and Department on the Status of Women's 25-year anniversary.

We have come a long way in the past 25 years! I have been a member of the Commission on the Status of Women for two years and in January of 2000 became its Chair. During this time I have witnessed the dedication of the Department staff and other Commission members and am very proud to be part of that dedication. These diverse groups of women are committed to improving the lives of women and girls in San Francisco and eliminating barriers that do not allow for full participation in society.



Within my own community, I have fought for quality of life changes for women for many years. I began my struggle for quality childcare in the Haight Ashbury district about 25 years ago with my own young children. More recently, I have been fighting to keep recovery homes and shelters for women-especially those women with children-open and funded.

Last year, the San Francisco Commission and Department on the Status of Women hosted the National Association of Commissions for Women annual convention here in San Francisco. Women from across our nation were in attendance. It was clear from that experience that San Francisco is a leader and a role model. I have learned that women need to unite, focus, and concentrate our efforts to keep improving the quality of life for all women. And finally, I learned how important it is to raise women's issues to the forefront of national attention to ensure our continued development and growth. I believe that the strength of our unity is in our diversity.

I would like to take this opportunity to thank all of the sung and unsung heroines who, in the course of these past 25 years and before, have contributed to the development of the Commission and Department, making it what it is today. Your dedication and commitment have made a lasting contribution to improving the lives of the citizens of San Francisco.

Sincerely yours,

JUANITA MILES



Message from the Executive Director

This report represents 25 years of the Commission and Department on the Status of Women's history, including our 1999-2000 Annual Report. As part of our history, we have tried to include as much information about other women's organizations and events that have paved the way to develop our organization.

My personal history in the women's movement began in 1975 in the Latino community with a group of women who wanted to work on issues of domestic violence. Isolated from the traditional women's movement, we believed that violence against women was unique to the Latino community. We were soon joined by many women from all sectors of the women's community who knew different. It was then that I began to call myself a "feminist." This word had more meaning, and accurately described the efforts I was involved with. I was working with other women toward a common cause. For me, feminism became synonymous with "humanism"; understanding that working on women's issues was to ensure that the human rights of women are respected and protected.

All of our work during the last 25 years would have not been possible without the support of the many women and government officials throughout our history. However, based on my own history with the Commission and Department, I want to thank Mayor Willie Brown in particular and the outgoing women on the Board of Supervisors, especially Supervisors Kaufman, Teng, and Katz for their continuous work and support of women's issues. It is with great sadness that I see these women leave and not be replaced by the leadership of other women. More work needs to be done to encourage our women and girls to run for political office and for the rest of our community to support the election of more women to these positions.

Sincerely,

SONIA E. MELARA



*A meeting,
held at San
Francisco's Glide
Memorial United
Methodist Church,
resulted in the for-
mation of the San
Francisco Bay Area
Women's Coalition.*

In Sacramento, the California State Legislature established the California State Commission on the Status of Women in 1965. Senator Milton Marks was a strong supporter of women's rights and issues. His support was instrumental as he participated with the legislation to create the Commission. Its directive was to develop recommendations that would enable women to maximize their contributions to society. Specifically, the State Commission was charged to make recommendations on state laws regarding the civil and political rights of women, including pensions, tax requirements, property rights, marriage and dissolution of marriage provisions, and similar matters including the effect of social attitudes and pressures as well as economic considerations in shaping the roles to be assumed by women in society.

Birth of the San Francisco Commission on the Status of Women

The San Francisco Commission on the Status of Women was first created by an ordinance introduced by former Supervisor Dorothy von Beroldingen, the second woman to serve on the San Francisco Board of Supervisors, and signed by former Mayor Joseph L. Alioto in 1975. (Clarissa S. McMann was the first woman to serve on the San Francisco Board of Supervisors. She was appointed on November 16, 1953, and subsequently elected into office in November 1955 and November 1959. She later resigned in 1966.) In 1994, San Francisco residents voted for the Commission to become a permanent City and County Department.

Contributing to the establishment of the San Francisco Commission was an event organized

by the National Organization for Women (NOW), which in 1968 called on its chapters to reach out to other women's organizations. A meeting, held at San Francisco's Glide Memorial United Methodist Church, resulted in the formation of the San Francisco Bay Area Women's Coalition. In the early 1970s, San Francisco members of this Coalition, noting that practically all of the City's commissioners were men, decided to form their own "shadow" government. They monitored commission meetings to learn procedures concerning agenda, public comment, personnel, and budget. People, including public officials, began to notice the rising need to address women's issues. In 1973, Mayor Alioto included in his administration a Women's Committee on the Status of Women. In 1974, the Women's Coalition began to campaign for an official city Commission on the Status of Women. Joined by the Mayor's Committee and other women's groups, the campaign's supporters packed the Board of Supervisors' Chamber and eventually overcame the opposition raised by some Board members. A Commission on the Status of Women was finally authorized.

Supervisors' aides and representatives of the Women's Coalition worked out the process for selecting the first eleven member Commission on the Status of Women. Each Supervisor could make one nomination, and the Mayor would make the final appointments. From the list submitted by the Board of Supervisors, the Mayor appointed eleven women. These Commissioners had varying terms of one, two, or three years, and served at the pleasure of the Mayor. In July 1975, the beginning of the City's fiscal year, the first COSW members took office and held their first meeting. Ilse Grier, who had chaired

Mayor Alioto's committee, was elected Chair; Carolyn Reilly became Vice-Chair. Mayor Alioto gave a small budget to COSW. Support abounded from numerous women's groups, coalitions, and other commissions.

The newly established San Francisco Commission on the Status of Women was charged to identify those areas that limited women's full participation and to take steps to alleviate the barriers, thereby promoting the equality of women and men. To accomplish this, the Commission originally created seven standing committees: Criminal Justice, Housing, Education, Employment, Legislation, Special Projects, and Health/Child Care. Minority Outreach and Media/Public Relations were added as Committees during fiscal Year 1976-77. One special project became the Resource Talent Bank, which broadened the outreach of the Commission to gather the resumes of qualified women for public appointment. These working committees were staffed with volunteers from the community who were dedicated to the concept of equality for all persons.

Susan Heller was hired as the first Coordinator (now called Executive Director) for the Commission. She structured the staff and committees after the Human Rights Commission model. Each committee was chaired or co-chaired by commissioners who sought community volunteers for input to research and to propose policy issues for consideration by the Commission. The City budget allowed for only two paid civil service positions: coordinator and assistant coordinator. Supplemental staff came from the federally funded Comprehensive Employment Training Act (CETA) program. This allowed for staff to be assigned to assist com-

mittees by taking minutes, coordinating agendas, and researching issues. In the early days, the budget allotment was about one-quarter of one percent of the City's total budget. Clearly, this was not representative of the 53% majority population the Commission served.

Women from all walks of life flocked to the Commission office. Ms. Heller and her small staff were deluged with offers of help from women in the media, women in business, women on welfare, teachers who wanted speakers for their classrooms, college students who wanted to be accredited interns, and women who wanted to serve on Commission committees. Word about the Commission spread rapidly. Around the same period, the Coalition to Open Protective Services (COPS) was formed to assist women with the process of becoming police officers. They provided support and referrals. The Coalition included many community organizations that joined with other groups to insist on sensitivity training for all officers to confront sexism, racism, and homophobia within their ranks.

In December 1975, George Moscone was elected Mayor of San Francisco, ushering in a great period of change to the City. In his inaugural speech he pledged to run an open administration allowing for "thoughtful and well-designed growth." During a time of struggles to maintain San Francisco as it was, he was looking toward making positive changes and differences in City Hall for all of San Francisco's communities.

In 1976, Del Martin became chair of the Commission. The Commission's projects began to grow and diversify. In April 1976, the Friends of the Commission on the Status of Women was

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W.O.M.A.N., Inc. has operated since 1978 as a community-based, multi-service agency serving battered women and their children in San Francisco and the larger Bay Area.

want to preserve that part of the family and the culture that is non-violent."

As the Latino women explored San Francisco for a house and possible funding, they learned that domestic violence was not limited to the Latino community. Other women from various backgrounds and cultural communities within the city responded readily to the project. Within a year the coalition had grown from 8 to 30 committed women with expertise in health care, counseling, children's programs, law, public relations, and fund raising.

In 1976, COSW Commissioner Del Martin published her book, *Battered Wives*. It was the first major report to be published on domestic violence. Ms. Martin not only detailed first-hand experiences from victims, but also acknowledged the failures within the legal and social systems. She examined as well the larger impact male aggression against women has in society as a whole.

WOMEN ORGANIZED TO MAKE ABUSE NON-EXISTENT, INC. (W.O.M.A.N., INC.)

W.O.M.A.N., Inc. has operated since 1978 as a community-based, multi-service agency serving battered women and their children in San Francisco and the larger Bay Area. In recognizing that domestic violence is connected to other forms of oppression, W.O.M.A.N., Inc.'s mission is to confront all violence against all women, including the following forms of personal and institutional violence: domestic violence, sexism, racism, homophobia, classism, ageism, and able-bodyism. This mission is pursued through the primary goals of assisting battered women and their children in securing safety and in building stable, violence-free

lives. Toward these ends, the following services are provided: a 24-hour crisis line, advocacy, individual and group counseling, legal assistance, Latina services, lesbian/bi/transgender services, and community education and outreach.

THE FAMILY VIOLENCE PREVENTION FUND (FVFPF)

The Family Violence Prevention Fund was first established with a federal grant in 1980 as a project under the San Francisco District Attorney's Office to address domestic violence. It was initially called the Family Violence Project, but later changed its name to the Family Violence Prevention Fund (FVFPF) and became an independent nonprofit organization in 1989. FVFPF developed pioneering prevention strategies in the fields of justice, public education, child welfare, and health. Today it works to end domestic violence and help women and children whose lives have been devastated by abuse. FVFPF challenges lawmakers to take domestic violence seriously, educates judges to protect all victims of abuse, and advocates for laws to help battered immigrant women. It also works with health care providers and employers to identify and aid victims of abuse, helps communities support children from violent homes, and shows Americans how to help end domestic violence. FVFPF programs and policies have won countless awards and have been replicated around the world.

NIHONMACHI LEGAL OUTREACH (NLO)

In 1975, the establishment of Nihonmachi Legal Outreach (NLO) set out to provide multi-lingual and culturally appropriate services long overdue to the Asian and Pacific Islander community.

NLO volunteers served lunch at senior nutrition programs, answered telephones at youth agencies, served as receptionists at community drop-in centers, and provided legal services. Seniors, youth, and survivors of family violence were among NLO's first clients. Thus, NLO developed a commitment to a grass roots community-based service for those with extraordinary needs. Hallmarks of NLO's services since its inception include the provision of services in the client's language of choice; culturally sensitive services; services at a site convenient to clients, especially if not ambulatory; services that aid a client in making decisions rather than dictating a course of action; and holistic services in collaboration with other service providers. Today, with offices in San Francisco and Oakland, a staff of fourteen, and over 140 volunteers, NLO's mission remains strong.

THE CALIFORNIA ABORTION AND REPRODUCTIVE RIGHTS ACTION LEAGUE (CARAL)

The California Abortion and Reproductive Rights Action League (CARAL) is a nonprofit pro-choice organization working to ensure that all California women have access to the full range of reproductive health options, including safe, legal abortion. CARAL was founded in 1978 by people concerned with protecting the right of all women to a full range of reproductive choices. CARAL organizes pro-choice activists to respond to any threats against reproductive health and rights. CARAL engages in grassroots, legislative, political, and electoral work. The CARAL Pro-Choice Education Fund, a 501 (c)(3) organization, serves as the pro-choice activist's



educational resource. The CARAL-North Choice PAC participates in voter registration campaigns, endorses pro-choice candidates, and educates the public on candidates' positions on choice. CARAL is an affiliate of the National Abortion and Reproductive Rights Action League (NARAL), founded over 30 years ago. CARAL and NARAL work together to defend and protect a woman's right to choose — providing a united pro-choice front in California.

THE SAN FRANCISCO WOMEN'S FOUNDATION (TWF)

The San Francisco Women's Foundation (TWF) was established in 1979. Today it is the oldest and largest philanthropic fund for women in the western United States. It was created in response to the inequity of funding directed toward women and girls throughout the United

States. At the time of its establishment, less than 1% of philanthropic dollars in the entire country went to programs aimed at specifically addressing the needs of women and girls. In its 20 years of service, TWF is proud to have awarded grants to over 550 organizations, helping over \$6 million worth of dreams come true.

Presently, The Women's Foundation supports organizations that serve low-income women and girls throughout California, primarily in the 50 counties in northern and central California, and, more recently, on the Mexican side of the U.S./Mexico border. It funds programs for preventing violence against women and girls, girls' leadership, health, and economic justice. It also targets programs that promote and protect the human rights of women and girls in the civil,

CARAL is a nonprofit pro-choice organization working to ensure that all California women have access to the full range of reproductive health options, including safe, legal abortion.

*In our nation's
Capitol, on March
22, 1972, the U.S.
Senate, by a vote of
84 to 8, approved
the banning of dis-
crimination on the
basis of sex, and
sent the measure to
the states for
ratification.*

political, economic, and social arenas. In addition to making grants, The Women's Foundation helps individuals, organizations, and institutions collaborate their efforts toward creating the changes necessary for achieving gender equality and social justice. TWF has maintained a close relationship with the Commission in its 21 years of service.

OTHER HISTORICAL MILESTONES DURING THIS PERIOD

In our nation's Capitol, on March 22, 1972, the U.S. Senate, by a vote of 84 to 8, approved the banning of discrimination on the basis of sex, and sent the measure to the states for ratification. The very next year, on January 22, 1973, the Supreme Court ruled with a 7-2 vote, that states may not ban abortions during the first three months of pregnancy and may regulate, but may not ban, abortions during the second trimester.

In 1976, California elected its first female State Senator, Rose Anne Vuich of Fresno County, and the first female African American, State Assembly Member Diane Watson of Los Angeles. The displaced Homemakers bill was signed into law in June of 1978. The "Taxpayers Revolt (Prop 13, the Jarvis-Gann Amendment)" was passed, the Equal Rights Amendment was being fought, and the NWPC Equal Rights Amendment Fund concentrated in electoral activity in key unratified states.

The year 1978 was a historical year in San Francisco politics. In January 1978, Dianne Feinstein was elected president of the San Francisco Board of Supervisors. In the first district supervisorial elections held in San Francisco since 1898, Harvey Milk and Dan White were elected to the Board. This brought

about historical participation and more diversity to the Board, as the first openly homosexual person was elected to office in San Francisco. On November 27, 1978, Supervisor Dan White shot and killed Mayor Moscone and Supervisor Milk at their City Hall offices. Board President Feinstein automatically became Acting Mayor and was subsequently elected by her Board colleagues to serve out Mayor Moscone's term, becoming the first woman Mayor in the history of San Francisco.

WOMEN'S HISTORY PROGRAMS

As recently as 1977, women's history was virtually unknown as a study topic in K-12 curricula. To address this omission, the Education Task Force of the Sonoma County Commission on the Status of Women initiated a "Women's History Week" and sponsored programs for local schools.

From the beginning it was clear that teachers faced two major obstacles in introducing women's history to their students. These obstacles were their own limited knowledge of the subject and a lack of suitable teaching materials. In 1981, Rep. Barbara Mikulski (D-MD) and Sen. Orrin Hatch (R-UT) co-sponsored the first Joint Congressional Resolution for National Women's History Week. That same year, the National Women's History Project (NWHF) was founded to promote women's history in schools, communities, and workplaces throughout the country. In 1984, the NWHF announced the formation of the Women's History Network, an organization of educators, community and workplace organizers, librarians, and others interested in promoting multicultural women's history.

The idea of celebrating the unique, multicultural history of women the United States has captured the imaginations of ten of thousands of individuals and organizations throughout the nation. Each year programs and activities in schools and communities have increased as information and program ideas have been shared. Significantly, in 1987 Congress declared the entire month of March as National Women's History Month.

INTERNATIONAL WOMEN'S DAY

As the women's movement was gaining momentum, plans were made to celebrate International Women's Day on March 8th, 1970, in many major cities around the United States. The first International Women's Day occurred in 1857, when women from the garment and textile industry in New York staged a demonstration to protest low wages, the 12-hour working day, and increased workloads. Police broke up their march. Some women were arrested and others were trampled in the confusion. Years later, in March 1869, these women formed their own union and called again for their demands to be met. In 1908, thousands of women from the needles trade industry demonstrated for the same demands. In 1910, the German labor leader, Clara Zetkin, proposed that March 8th be proclaimed International Women's Day in memory of those women's earlier struggles to better their lives. Over the next sixty years, March 8th was celebrated mostly in European countries. By 1967, the day began to be celebrated by some groups in the United States.

LOS ANGELES COMMISSION ON THE STATUS OF WOMEN

The Los Angeles Commission on the Status of Women was also established by ordinance by

the City Council and the Mayor in 1975. In 1980, the Commission was made a permanent department of the City of Los Angeles. Today it seeks to assure all women the opportunity for full and equal participation in the affairs of City government and promotes the general welfare of women in the Los Angeles community. The Los Angeles Commission is authorized to inform and advise the Mayor and City Council of the needs and problems faced by women in the City of Los Angeles, with special emphasis given to women in City government; investigate problems and conditions adversely affecting women and recommend programs that offer women in the City of Los Angeles a greater opportunity and ability to pursue life choices without discrimination; propose methods of alleviating inequities in pay and job opportunities between men and women; promote awareness of changing life patterns, opportunities, and responsibilities of women; and maintain an active liaison with citizen groups concerned about identifying and removing obstacles to the development of a woman's full potential.

OTHER WOMEN'S ORGANIZATIONS EMERGE

Prior to and during this period, we experienced many events as well as the birth of other women's organizations including the Black Women Organized for Action, the Feminist Credit Union, and Soroptimist International. These events and organizations contributed greatly to the development of the San Francisco Department and Commission on the Status of Women.

In 1972, the Federal Education Amendment, which was most noted for Title IX, mandated equal funding for women's academics and ath-

The Los Angeles Commission on the Status of Women was also established by ordinance by the City Council and the Mayor in 1975.

Over the last 20 years, the issues addressed by PAAWBAC have evolved and expanded to include concerns such as media perceptions and representations of Asians.

letics. It included the Women's Educational Equity Act (WEEA) from which many organizations like PAAWBAC (Pacific Asian American Women Bay Area Coalition) were established. As an extension of Title IX, WEEA's goal was to provide equal opportunities for Asian Pacific women to assess and advocate changes to improve their status in society. From the beginning, PAAWBAC's statewide and national conferences addressed issues such as health, employment, and immigration. Over the last 20 years, the issues addressed by PAAWBAC have evolved and expanded to include concerns such as media perceptions and representations of Asians. Other recurring themes addressed by PAAWBAC include Asian women's leadership, supporting Asian women in business and the arts, and a panel focusing on entrepreneurship. PAAWBAC has also played a key role in increasing Asian women's involvement in the policy-making arena. From local to state agencies and commissions, PAAWBAC and its members have represented Asian women's issues and participated in planning for positive societal change.

THE WOMEN'S BUILDING

San Francisco Women's Centers (SFWC) was created in 1971 to act as an incubator for emerging Bay Area women's projects. To minimize the geographic isolation of these organizations, in 1979 SFWC purchased The Women's Building (TWB), a four story brick building located in the heart of the Mission district and accessible to low-income women and women of color. During the last twenty years TWB has built a rich legacy as a catalyst for women's community-based

development and empowerment, leveraging the use of our facility to foster collaboration and coalitions. They are proud of the role they have played in San Francisco as a community resource, as an incubator, and as a force for social change. The Women's Building supports

the important work of community organizations that provide critical social, advocacy, and cultural services by renting office space at less than half the current market value. They also offer free bilingual (English and Spanish) services that provides critical access to resources for employment, housing, health care, domestic vio-

lence, childcare and parenting, sexual harassment, and legal services.

SAN FRANCISCO WOMEN AGAINST RAPE (SFWAR)

SFWAR was established in 1973 to support survivors of rape and sexual assault and their friends and family members, during a time of increasing awareness of the prevalence of sexual assault. At their inception, SFWAR was an all volunteer organization, operating a rape crisis hot-line for approximately 20 hours a week. Over the past 25 years they have grown to expand to offer comprehensive rape crisis intervention, adult and teen prevention and education programs, individual counseling, and survivor support groups. It uses education and community organizing as tools of prevention. The organization believes in self-empowerment and supports each survivor in the choices that she or he makes. SFWAR also believes that sexual assault exists within a web of many types of oppression. It is committed to working against



all oppression as a part of the process of ending sexual assault.

NATIONAL WOMEN'S POLITICAL CAUCUS (NWPC)

The San Francisco Chapter of the National Women's Political Caucus (NWPC) was established in 1972 following a meeting of the National Organization in San Francisco. The first national planning meeting to establish the National Women's Political Caucus was held in Washington D.C. on June 9, 1971 and was attended by 60 women. One month later in July 1971, an organizing conference was held in Washington D.C. with more than 300 women from 26 states and the District of Columbia to formulate the groundwork for future political action. In October of 1971, the first California meetings of the National Women's Political Caucus were held in Los Angeles and again in December in San Francisco, resulting in the San Francisco chapter of NWPC. From the beginning, caucus organizers agreed that an organization that was democratic and open to all women, one that was inclusive and not exclusive, was the goal.

THE WOMEN'S BUREAU

The Women's Bureau is the single unit at the Federal government level exclusively concerned with serving and promoting the interests of working women. It was authorized by public Law 66-259 in June 1920. Specifically, the mandate states "It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their

opportunities for profitable employment." Central to its mission is the responsibility to advocate and inform women directly and the public as well, of women's work rights and employment issues. The Women's Bureau champions the concerns of working women through the leadership of its director, deputy director, and the efforts of a dedicated national and regional staff.

To ensure that the voices of working women are heard, and their priorities represented in the public policy arena, the Women's Bureau: alerts women about their rights in the workplace; proposes policies and legislation that benefit working women; researches and analyzes information about women and work; and reports its findings to the President, Congress and the public.

From its organizational position in the Office of the Secretary, the Bureau participates in the development of Department of Labor (DOL) policy, legislation and regulations along with other agencies within the Department. This role was reaffirmed by the May 1995 issuance of Secretary's Order 3-95, Coordination and Direction of Department of Labor Programs Affecting Women, which confirms, "all components of the Department of Labor have the responsibility to work cooperatively to ensure that their missions fully address the needs and concerns of women in the labor force." Given that 60 million women are now in the labor force and that many new workforce entrants will be women, the Women's Bureau is a vital partner in assisting the Department of Labor to meet its mandate of preparing the American workforce for the future.

*The Women's Bureau
is the single unit at
the Federal govern-
ment level exclusive-
ly concerned with
serving and promot-
ing the interests of
working women.*

February 8, 1992

SF Independent

Supes Hear Tales of Sex Harassment

Harassment from page 1

regulation in the past, increased costs of compliance.

Proponents of tougher, however, argue that allowing harassment to continue would be more expensive in the long run, due to legal costs and lost time from women who take time off as a result of being harassed.

Personal testimonies

During an oftentimes emotional hearing before the Board of City Services Committee Tuesday, dozens of women gave personal testimony of being sexually harassed, or of the effect the problem generates for women in general.

Julia Lopez, general manager of the Department of Social Services, spoke about the time she sought a raise to achieve pay equality with her male counterparts for government job she held in New Mexico. A superior said the only way she'd get the raise was if she had sex with him. She refused and threatened to resign, but ended up getting the raise with the governor's help.

Before this week, said Lopez, she had told only her best friend about the incident.

"As a result of what happened I felt assaulted. I felt disgraced, and I was angry at myself because by keeping silent I was an accomplice in the harasser's charade," said Lopez.

By Rachel Gordon

Calling sexual harassment "epidemic" in San Francisco, Supervisor Roberta Achenberg on Monday will introduce legislation to strengthen local laws prohibiting workplace harassment of women.

"The city has a responsibility to address the abuse faced by women in the workplace," said Achenberg. "We must revoke the cloak of secrecy which shrouds this topic, and we must take significant steps to change both attitudes and laws if women are to be guaranteed equality in the workplace."

Achenberg and representatives from the city's Commission on the Status of Women charge that the city's current sexual harassment law is flawed, lacking a uniform policy from department to department on how to investigate complaints and punish offenders.

Perhaps more importantly, they say, supervisors in the city's workforce do not take the issue seriously enough, letting chronic problems continue unabated.

The proposed legislation includes:

- having the Commission on the Status of Women regularly monitor sexual harassment complaints received by city agencies, boards, commissions and departments — all of which would be expected to submit monthly detailed reports on the cases and work with the commission on handling such complaints.

- In addition, the city attorney would submit regular reports of settlements of sexual harassment lawsuits and claims.

The proposal is intended to



Louette Colombaro

create more uniformity in the handling and resolution of complaints.

- hiring another staff member for the Commission on the Status of Women to monitor compliance with the sexual harassment law. The cost would be \$45,139 a year.

- allocating \$74,952 a year to provide multilingual and multicultural outreach workers in community-based programs to address sexual harassment.

According to city mayor's spokesman Stephen Bloom, Mayor Frank Jordan has not yet decided whether to support the new legislation.

Although the city's business interests have yet to take a stand on the proposed law, they generally have opposed increased government

received more than 300 calls from women in both the private and public sectors who complained of being harassed in the workplace.

Commission staff said some discrepancy between the number of formal complaints filed with Civil Service by city employees and the number of allegations they receive may be attributed to the lack of faith in the current system, where complaints can sometimes take years to resolve.

For example, a case involving female police officers alleging sexual harassment by a superior officer sexual harassment they had been working through the system for the past nine-and-a-half years.

The Police Department, however, is not the only department with problems. A fire captain has been suspended 60 days for allegedly harassing a female officer under his command.

Other departments with a lot of complaints, according to women's commission employee Judith L. Leland, include the Department of Health, Municipal Railway, Probation and the Library.

"There really are problems in every department," she said. "Workplace sexual harassment complaints have been increasing since the passage of the law on the Status of Women."

See Harassment, page 2

1981-1985 The Challenging Years

The first half of the 1980s saw women rising to new levels of visibility and responsibility, even though the Equal Rights Amendment was ultimately defeated in 1982 after a ten-year struggle. On September 21, 1981, the Senate confirmed the appointment of Sandra Day O'Connor as an Associate Justice of the United States Supreme Court in a 99-0 vote. She became the first woman ever appointed to that body. On June 18, 1983, Sally Ride became the first American woman to travel in space when the space shuttle Challenger was launched from Cape Canaveral, Florida. In 1984, Walter Mondale won the Democratic presidential nomination and selected Representative Geraldine Ferraro (D-NY) as his candidate for vice president. Ms. Ferraro was the first woman to run on a presidential ticket.

NCBW was considered the organization of choice for African American women who understood the needs of their communities and possessed the required skills to develop solutions.

THE NATIONAL COALITION OF 100 BLACK WOMEN, INC. (NCBW)

The National Coalition of 100 Black Women, Inc. (NCBW) was formed in 1980 to improve the lives of African American women. NCBW was considered the organization of choice for African American women who understood the needs of their communities and possessed the required skills to develop solutions. Its objectives were to serve as advocates for African American women and teens; provide effective networks for African American women leaders; enable African American women to be a visible force in economic, social, and political arenas; help the next generation of under-utilized African American women learn about unexplored career opportunities through modeling and mentoring; develop and position African American women in leadership roles within the community; recognize the historical achievements of all African Americans, especially women; form alliances with established organizations in the community; and focus on self-help and enrichment for African American women. NCBW supports a number of community organizations that provide services in the areas of domestic violence, welfare-to-work programs, homelessness, heart disease, cancer, AIDS, and education.

OLDER WOMEN'S LEAGUE (OWL)

In 1980 the Older Women's League (OWL) was established during one of the pre-conferences held around the country in preparation for the third White House Conference on Aging, which

was held in 1981 in Washington, D.C. At the pre-conference in Des Moines, Iowa, Tish Sommers noted that little attention was being paid to the ways in which aging was different for women. She called for a special "ad hoc" meeting to discuss this concern. OWL has been a voice for the concerns of midlife and older women ever since.

DOMESTIC VIOLENCE PROGRAMS

One of the areas that has been a focus of the Commission and Department has been violence against women and girls. Concern for women's safety has traditionally been an issue that the

Commission and Department felt information and services were critical. Efforts to educate women on personal safety, self-defense, etc. were not only sponsored by the Commission and Department but were topics of discussion at



Commission hearings in conjunction with prevention. In 1980 La Casa de las Madres approached then Mayor Diane Feinstein for funding by the City. This funding would be for services to battered women and their children in need of emergency shelter once leaving an abusive relationship. Mayor Feinstein called to request the Commission to administer the funding. The \$75,000 received by La Casa de las Madres was the first City monies to be allocated for providing services for those experiencing domestic violence. This amount has now increased to the current total of \$1,850,000 from our Department alone. Other departments such as the Department of Public Health (DPH)

and the Mayor's Office of Community Development also provide funding for services to those experiencing domestic violence. In years that followed, with the support of the community, particularly from anti-violence agencies, an increase in funding also resulted in an increase in programs and domestic violence services. Through the administration of these funds, the Commission and Department in subsequent years became the entity recognized as a leader and expert on identifying and addressing violence against women through legislation, policy, and services.

In 1982, state legislation mandated that 50% of marriage license fees collected by the City and County of San Francisco be designated for emergency shelters for battered women to increase available funds. The Commission on the Status of Women was appointed by the Board of Supervisors to administer the money collected from marriage license fees for domestic violence prevention programs. Much of the focus and work of the Commission at this time was already aimed at eradicating domestic violence. This infusion of new funds gave rise to renewed development and uniting of community organizations.

Founded in 1982, the San Francisco Domestic Violence Consortium became a network of 16 domestic violence service agencies that came together with the goal of providing high quality, coordinated, and comprehensive services to San Francisco's victims of domestic abuse. The services of the individual agencies include emergency shelters, transitional housing, crisis lines, counseling, prevention programs, education, and legal assistance. Services are available

in the many different languages of San Francisco's diverse population.

Throughout the years, one of the main activities of the San Francisco Domestic Violence Consortium (SFDVC) has been networking. SFDVC agencies share information, learn about issues that impact their work, and coordinate their services and activities with a particular focus on public funding, specifically coordinating grant proposals and doing advocacy to emphasize the importance of funding domestic violence services.

Today the San Francisco Domestic Violence Consortium includes the following agencies: Asian Perinatal Advocates, Asian Women's Shelter, Bay Area Legal Aid (formerly known as San Francisco Neighborhood Legal Assistance Foundation), Center for Special Problems, Community United Against Violence, Cooperative Restraining Order Clinic, Donaldina Cameron House, Family Violence Prevention Fund, Family Violence Project, Jewish Family and Children's Services, MOVE (Men Overcoming Violence), Nihonmachi Legal Outreach, P.O.C.O.V.I., Riley Center of St. Vincent de Paul, Volunteer Legal Services Program/Bar Association of San Francisco, and W.O.M.A.N., Inc.

CAMERON HOUSE

In 1874, the Cameron House was established. Through programs of intervention and prevention it played a major role in reshaping the expectations of Asian immigrant survivors of domestic violence from helpless victimization to that of creative liberation. The scope of its services has evolved over the years, resulting in a comprehensive agency. Acknowledging the need for a holistic approach to wellness,

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ate danger.*

Cameron House has brought together programs to address the needs of individual clients. These programs have included pre-marital counseling, social events for singles, media outreach, English classes, citizenship preparation, employment readiness, and support group meetings. Collaboration with sister agencies has strengthened its approach, making it possible to include emergency shelter, legal services, and organized advocacy. Participation in consortiums and networks serves to enhance the role of Cameron House in the richly diverse service community. Cameron House's association with the Commission and Department on the Status of Women has also resulted in leveraging additional support from private and public funding sources.

ROSALIE HOUSE

Rosalie House, established in 1983 as part of the St. Vincent de Paul Society, admits women and children who are victims of physical, sexual, or emotional abuse, with priority going to those in immediate danger. Referrals come from hospitals, police, and social services agencies, and by word of mouth. Rosalie House is a six-week, 20-bed emergency shelter facility. Services available to residents include shelter, food, individual and group counseling, case management services, parenting groups, job readiness and placement, transitional counseling, and a children's program. Women and children continue to receive counseling and attend group support meetings throughout their stay. This support is vital for a family coping with the emotional effects of violence and separation, in addition to the practical problems of establishing a new way of life without the battering partner. Because of the comprehensive

approach of qualified, committed staff members, 70% of the residents are able to move to non-violent environments. By offering services to victims in crisis, Rosalie House provides a bridge between violence and a secure, fulfilling life.

WOMEN'S HALL OF FAME OF SAN MATEO COUNTY

In 1984, the San Mateo Commission of the Status of Women and the San Mateo County Board of Supervisor's established a permanent Women's Hall of Fame of San Mateo County to recognize outstanding women, their achievements, and their contributions to the overall well-being of San Mateo County and its citizens. The Women's Hall of Fame is open to all women who live or work in San Mateo County and are 18 years or older. The Women's Hall of Fame is a first in the State of California. In 1993, "Young Women of Excellence" was added to the Hall of Fame to provide visibility and empowerment to young women for their accomplishments in community service, academic achievement, and acts of courage and perseverance in their daily lives. Since its inception, the Hall of Fame has honored over 140 women for their contributions to San Mateo County.

WOMAN WARRIOR PROGRAM

In 1983, PAAWBAC established the *Woman Warrior Awards* to recognize "unsung heroines" for their accomplishments and service to the community. The term "woman warrior" evolved from the ancient Chinese story of Fa Mu Lan, daughter of a retired army general. Her father was called on to quell a rebel uprising, but he was too old to respond. Fa Mu Lan, disguised as a man, went in his place. Through many years of battle, she proved to be a skilled and

resourceful soldier. Fa Mu Lan rose up in the ranks and ultimately led her troops to victory. Not until she was about to be rewarded for her bravery did she reveal her identity.

THE INTERNATIONAL MUSEUM OF WOMEN

The International Museum of Women was founded in 1985 as the Women's Heritage Museum, a 501(c)(3) nonprofit corporation, by Jeanne Farr McDonnell, Anne Firth Murray and Jane Van Dusen. Inspired by the belief that the future of women is compromised by not recognizing the legacy of those who came before us, their mission was to make women's history known. For over ten years, the Women's Heritage Museum carried out a series of public programs, exhibitions, and provided resources for teaching women's history, in an effort to draw attention to the accomplishments and struggles of women.

In 1997, in response to growing support from Museum members, teachers, community leaders, and government officials, the Board of Directors began developing plans for a major museum in San Francisco. As a result, the Museum's focus shifted away from public programs, toward

developing the museum and preparing for a capital campaign. In 1998, the Board changed the name to the International Museum of Women to better reflect their newly defined goals and objectives. Out of all of the thousands of museums in the world, the International Museum of Women will be the first dedicated solely to the subject of international women's history.



SEXUAL HARASSMENT ORDINANCE

In 1983, the Mayor and the Board of Supervisors passed the City's first sexual harassment ordinance, which was worked on collaboratively by the Commission on the Status of Women and the Human Rights Commission (HRC). Both COSW and HRC were named in the ordinance as being responsible for responding to sexual harassment complaints within the City. Subsequently, HRC referred all non-civil service sexual harassment matters, complaints, calls, and requests for information to COSW.

ESTABLISHMENT OF OTHER WOMEN'S COMMISSIONS

During this time, California saw the establishment of many other Commissions for Women. In the Bay Area the Contra Costa County Commission for Women and the San Mateo County Commission on the Status of Women were founded. State wide women's commissions

provided leadership in developing policies, programs, and legislation that addressed the needs of women, girls, and families.

THE KOZMIC LADY

Throughout the 1980s, the "Kozmic Ladye," Janice Aurah Kramer, attended the Commission on the Status of

Women's monthly meetings. Ms. Kramer worked briefly in Washington, D.C. for a Congressman from Maine, then moved to Los Angeles to earn a master's degree in social work. She was employed as a social worker and staff member at a suicide prevention center until, as she once told a reporter, she was gradually drawn into the world of spiritual awareness. In the early 1970s, she moved to San Francisco. Here she

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1986-1990 Rebirth

ADVANCEMENTS FOR LATINAS

In 1987, a group of women from throughout the Bay Area met to discuss the establishment of a chapter of MANA — then known as the Mexican American Women's National Association. After several meetings, the group planned an organization modeled on the MANA chapter structure. They decided, however, not to affiliate with MANA until the national organization would formally expand its charter to become an inclusive pan-Hispanic organization. Thus the Bay Area Network of Latinas — BANELA — was established. Its purpose, similar to that of MANA, was to foster and promote the social, educational, and economic advancement of Latinas. In 1998, once the MANA charter specifically included all Latinas, BANELA decided to become the Bay Area Chapter of MANA. Its mentorship project became part of MANA's network of Hermanitas projects.

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Bay Area MANA is organized to foster and promote the social, educational, and economic advancement of Latinas in Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties. It is one of 16 chapters of MANA, a National Latina Organization, whose vision is the creation of a national community of informed Latina activists working to create a better quality of life for all Latinas in the United States. MANA's mission is to empower Latinas through leadership development and community action. Almost every MANA chapter conducts a Hermanitas mentorship project.

ADVANCEMENTS FOR BUSINESSWOMEN

The San Francisco Chapter of the National Association of Women Business Owners (NAWBO) was established in 1987. This local chapter traces its origins to a small group of Washington, D.C. businesswomen who began meeting informally in the spring of 1974 to talk about mutual experiences, exchange information, and develop business skills. Recognizing the value of their group,

they incorporated as the National Association of Women Business Owners on July 5, 1975. Two years later they began recruiting members from across the country, and in 1978 the first NAWBO chapters were formed. As an organization with a customer first philosophy, NAWBO strives to strengthen the wealth-creating capacity of its members; promote economic development; create innovative and effective changes in business culture; build strategic alliances, coalitions

and affiliations; and transform public policy and influence opinion makers.

PROFESSIONAL WOMEN

Since 1980, a group of businesswomen, inspired and led by then Assemblywoman Jackie Speier, had sponsored an event for women entering or re-entering the job market. The overwhelming response to the event indicated that Bay Area career women desired a larger forum within which to become inspired to break through the "glass ceiling" and more quickly reach economic parity with men. In the spring of 1988, the idea for a unique conference for professional and businesswomen emerged — the result of a successful Women's Day for San Mateo County women. In April of the following year, the Professional and BusinessWomen's Conference

was incorporated as a nonprofit organization. The board of directors has evolved from its initial membership of long-term volunteers from the public sector, led by Ms. Speier's District Director, Judy Bloom (who served as its first president), to its present composition of corpo-



rate executives, entrepreneurs, and leaders from the nonprofit and public sectors. In 1998, the organization announced its new name, Professional BusinessWomen of California (PBWC). This step acknowledges the far-reaching success of its efforts and its commitment to increase PBWC's presence throughout the state.

ASIAN WOMEN'S SHELTER

The Asian Women's Shelter (AWS) opened in 1988 to address the unmet needs of battered

Asian women and children. AWS was the first shelter program in Northern California and the third in the nation able to meet the language and cultural needs of battered Asian women and children. Since opening its doors, Asian Women's Shelter has been home to hundreds of women and children from a wide range of backgrounds. AWS provides services in 25 languages and dialects, including Mandarin, Cantonese, Toisanese, Korean, Indonesian, Javanese, Sudanese, Lao, Mien, Vietnamese, Japanese, Tagalog, Hindi, Punjabi, Tamil, Singhal, Spanish, Khmou, Telegu, Kannada, Thai, Bengali, Gujarati, Hakkinese, and Arabic. The entire program reflects the cultural background that gives battered Asian women and children the message that they are welcome and safe, and that the shelter is a place where they can heal and rebuild their lives free from violence.

Today, AWS has been recognized for many of its accomplishments, including an internationally recognized multilingual/multicultural shelter program, women's program, children's program, community education component, Queer Women's Services, volunteer program, innovative Multilingual Access Model, and citywide language access project. AWS has provided technical assistance, collaboration, and shared funding to contribute to a larger response to domestic violence, resulting in the creation of numerous new domestic violence agencies and programs both in the Bay Area and nationwide. This past year AWS participated as a leader in launching a national organization, the Asian Institute on Domestic Violence, and conducted national focus groups on Asian domestic violence in general and on same-sex domestic violence in the Asian queer women's community.

On the international level, AWS co-hosted a delegation of women from China for a week of training and site visits. It also provided training and technical assistance to women activists in Okinawa and Sapporo, Japan, and a three-month training internship at AWS for an Okinawan advocate.

DOMESTIC VIOLENCE AWARENESS HONORARY AWARDS

In October 1988, the Commission on the Status of Women held its first annual Domestic Violence Awareness Honorary Awards. This annual ceremony, held in conjunction with Domestic Violence Awareness month (October), seeks to recognize individuals and organizations that have demonstrated significant achievements in helping survivors of domestic violence move toward violence free lives. These awards are presented in honor of Del Martin, one of the founders of the domestic violence movement in the United States, and Isabel Cerna, who died in the fight to end domestic violence. In 2000, the name of the ceremony was changed to the Violence Against Women Awareness Awards to incorporate all forms of violence against women.

BLUE RIBBON TASK FORCE TO REESTABLISH THE SAN FRANCISCO COMMISSION

In 1989, at the request of members of the community, then Mayor Art Agnos convened a task force to study options for the administrative structure of the Commission on the Status of Women. It was called the Blue Ribbon Task Force, and members included Del Martin, Roberta Achtenberg, Judith Brecka, Sue Martin, Esta Soler, and others. Their goal was to separate the Commission on the Status of Women from the Human Rights Commission, make rec-

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The Task Force examined the status of women in San Francisco. It concluded that the inequities that led to the creation of the Commission on the Status of Women in 1975 had not been remedied.

ommendations to strengthen the City's commitment to equity for women, and serve as a focal point on issues of critical importance to women. The Task Force examined the status of women in San Francisco. It concluded that the inequities that led to the creation of the Commission on the Status of Women in 1975 had not been remedied. In fact, women had become increasingly imperiled by conditions of poverty, violence, and gender-based discrimination and harassment in the workplace. The Task Force presented its findings and documented the need for continued efforts to achieve true equality of the sexes. As a result of its study, legislation restructuring the Commission was sponsored by Supervisor Nancy Walker and passed by the Board of Supervisors in 1989. It developed a range of structural options under which the functions necessary to protect women's rights might be performed, and concluded that if any such entity was to do an effective job, it needed statutory power, independence, and adequate staff and resources. Personnel and budget responsibilities were transferred from the Human Rights Commission to the new Commission on the Status of Women as an independent department.

THE NEW COMMISSION ON THE STATUS OF WOMEN

The new Commission was restructured through legislation passed by the Board of Supervisors in 1989. Its new status as an independent department increased the Commission's powers and authorities. Personnel and budget responsibilities were transferred from the Human Rights Commission to the now freestanding Commission. Sharon Johnson became the new Executive Director. In addition, the Commission received funding for additional staff, including one executive director, one clerk typist, and two special representatives — one for employment issues and another for administration of

the domestic violence funds and policy development. The Commission was also granted subpoena powers based on the recommendations of the Blue Ribbon Task Force. Mayor Agnos added new powers for the Commission, including the right to subpoena witness and require testimony. Despite recession-driven cutbacks, he added addi-

tional funding to the Commission's budget to further its accomplishments in confronting sexual harassment and domestic violence. The Commission's membership decreased from eleven to seven members. With increasing funds, COSW was now administering \$300,000 for grants to services for battered women and their children through ten nonprofit organizations. The Commission also formed the Domestic Violence Committee in 1990.



1991-1995 Continued Struggle

Women continued to make strides publicly and privately in the 1990s. On March 12, 1993, Janet Reno became the first woman U.S. Attorney General in history. That same year, Judge Ruth Bader Ginsburg was sworn in on August 10th as the 107th justice and the second woman on the Supreme Court.

The Commission on the Status of Women has worked hard to create an ongoing program to promote the recruitment and hiring of women and, once hired, to ensure women have sufficient support mechanisms, especially in nontraditional areas, to sustain themselves and move up professionally. In the early 1990s, the Commission on the Status of Women sponsored numerous events and panels to introduce young women to nontraditional employment. Featured were policewomen, firewomen, construction workers, among others. We made presentations to a variety of community-based organizations and to San Francisco schools. We collaborated with unions to ensure more effective outreach into nontraditional areas. We helped create support groups at the Department of Public Works and the Police Department.

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In the early 1990s, based on a Little Hoover Commission report (a state regulatory agency) that indicated only 8% of the 362 businesses with apprenticeship programs in California had met their goals, the Commission on the Status of Women was instrumental in raising the apprenticeship goals for women and the number of job opportunities. This was applied to the newly created Mission Bay Project. The Commission members have also regularly participated in job hiring panel review teams, particularly with the Police Department, to encourage the hiring of qualified women of diverse backgrounds.

Around this time the Department on the Status of Women also developed a job library to meet the requests of companies and organizations looking to recruit women. Today the job library serves hundreds of women annually. Many companies from around the Bay Area use our services to recruit women, and many individuals use our free services in their job search.

CHARAN INVESTIGATION ON DOMESTIC VIOLENCE

In 1990, Veena Charan, a San Francisco resident and mother, was a victim of domestic violence. Despite repeated reports to the police, she was shot and killed by her husband in front of their child at his school. Her husband then turned the gun on himself. An investigation was requested to look into these deaths.

The Domestic Violence Consortium requested an investigation by COSW. COSW worked with six departments on this investigation in 1991. The panel of investigators included Caryl Ito, COSW Chair of the Domestic Violence Committee. Many community advocates participated in the investigation. The report made 106 recommendations

that resulted in the establishment of a coordinated citywide response to domestic violence.

The COSW's Domestic Violence Committee was charged with overseeing the implementation of the Charan Investigation Report recommendations. The recommendations called for the establishment of a citywide response to domestic violence as well as training. The Police and Adult Probation Departments began to explore the centralization of their domestic violence units within their departments, as well as how to improve their communication and coordination with other departments, including the District Attorney's office.

SEXUAL HARASSMENT

In October 1991, at the request of Supervisor Roberta Achtenberg, the Board of Supervisors heard six hours of testimony from over 50 women about the sexual harassment they had experienced. As a result, the Board mandated that all City departments provide the Commission with monthly reports on sexual harassment complaints filed by City employees. The Commission would track the reports, identify problematic patterns and practices, and assist the departments in providing solutions.

In 1991, Mayor Agnos announced further steps to require City departments to report sexual harassment complaints within the City workforce to the Commission on the Status of Women. At the same time, reporting with police and the District Attorney's office on domestic violence was streamlined, and reports were required to be sent to the Commission on the Status of Women. Mandatory citywide Sexual Harassment training for management was also developed and conducted in partnership with the City Attorney's Office and the Department of

Human Resources. In each of his four budgets, Mayor Agnos increased funding for the Commission on the Status of Women.

In our nation's capital, On October 15, 1991, the Senate approved the nomination of Clarence Thomas to the Supreme Court, despite allegations of sexual harassment against him by Anita Hill, a former aide. Sexual harassment issues were at the forefront of many women's organizations.

COME INTO THE SUN CONFERENCE AND COALITION

In the early 1990s, the San Francisco COSW expanded its responsibilities and worked on a number of projects. In 1991, the Commission, concerned about the increasing number of San Francisco women and girls becoming involved with the criminal justice system, co-sponsored with the Delinquency Prevention Center the *Come into the Sun Conference* on incarcerated women and girls. The conference identified and focused on specific needs, such as prisoners as parents, access to community resources for youth at risk of becoming involved in the justice system, post-release women and girls who were returning to the community, health care services while detained or incarcerated, and alternatives to incarceration. Representatives from several community and city organizations attended.

This conference resulted in the Come into the Sun Coalition, an ongoing collaboration between the Commission and 40 public, private, and nonprofit service providers. The Coalition works to reduce the number of women and girls

using the justice system and to call attention to the disparity in services available for females in a system driven by the needs of a predominantly male population. The Coalition was particularly interested in issues concerning girls. It convened a study in 1992 to paint a portrait of girls' experiences in the system and to identify gaps in current planning. The second *Come into the Sun* conference focused exclusively on girls, specifically the lack of services for them.

THE CHILDREN'S FUND

In 1991, Proposition J, the Children's Fund, was passed. This proposition allocated a portion of the City's General Funds to children's services. The domestic violence shelters were selected to receive some funds under this initiative.

BRENNAN HOUSE

Brennan House was established in 1991 as part of the St. Vincent de Paul Society to meet the needs of victims of domestic violence. This facility offers a 30-bed transitional shelter where women and their children who are sur-

vivors of physical, sexual, or emotional abuse are offered an average stay of one year. Referrals are made by battered women's and homeless shelters throughout the Bay Area.

In addition to being offered housing and food, women and families have the opportunity, with the assistance of case managers, to address their needs in a more stabilized environment. Intensive work is done to help women and children deal with the long-term effects of abuse. Groups and workshops in the areas of parenting, education, vocational



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counseling, and recreation are also offered. Throughout a resident's stay the overall goal, to assist women in securing and retaining safe and affordable permanent housing independent of abusive relationships, is never lost.

SAN FRANCISCO DOMESTIC VIOLENCE CONSORTIUM

In 1992, through the work of the San Francisco Domestic Violence Consortium, Partners Ending Domestic Abuse was founded by Roselyne C. Swig. This group provides fund raising, public awareness, and public policy advocacy in support of the San Francisco Domestic Violence Consortium. The goal of Partners is to involve San Francisco's most influential communities, philanthropists, corporations, and city officials in supporting the agencies that provide domestic violence prevention services and advocacy. Ms. Swig is quoted as stating, "From the onset, we felt it was critical to bring the subject of domestic violence out of the shadows of the forbidden and hushed whispers and into mainstream conversation. It is imperative that we create a climate in which everyone understands that domestic abuse is intolerable, illegal, and immoral."

Emerging from the movement to end violence against women, the Consortium and Partners dedicate themselves to eliminating domestic violence and ensuring the basic rights of safety, self-determination, and well-being to victims and survivors of domestic violence and their children. These groups focus primarily on battered women and children from all socioeconomic and cultural backgrounds. This also includes domestic violence victims in same-sex relationships.

Violence is used to maintain power and control over those who are perceived as less powerful in domestic relationships. The alliance between Partners and the Consortium is a model for coordinating the public, private, and corporate communities with the major domestic violence service providers, thus bringing together the diverse resources of the City in response to this tragic issue. The work of Partners and the Consortium is critical to meet the increasing need in San Francisco for direct services and to continue to increase the involvement of San Francisco's diverse communities to end domestic abuse.

NARIKA

Narika a nonprofit organization was established in 1992, for and by women who trace their origins to the South Asian countries of Bangladesh, India, Nepal, Pakistan, and Sri Lanka. They provide advocacy, support, help, information, and referrals to women in abusive situations. Narika manages a multilingual hotline of volunteers and staff who help individual women in a culturally competent manner. Narika also runs outreach and violence prevention programs.

WOMEN WHO MAKE A DIFFERENCE

In 1992, the Commission on the Status of Women began its annual *Women Who Make a Difference* awards ceremony. Each year the Commission and Department, with a selection committee, honor remarkable women and businesses which have made a difference in the lives of San Francisco's women and girls. The program started initially as a way to highlight the achievements of many women who act as unsung heroes working for the City and County of San Francisco to improve the lives of women

and girls and/or are role models for others. Over time this was expanded to individuals and businesses outside of the government arena and is now seen as a real achievement to the recipients of the awards.

This awards program honors distinguished women from the private and public sector as well as businesses throughout San Francisco who have made a positive difference in the employment and economic advancement of women. Awards are presented each summer at a program and reception to honor the recipients. In addition, it honors women accomplished in their fields who have benefited women in employment and economic advancement and women and organizations who have provided exemplary service to the community in the employment and economic advancement of women. For businesses, the criteria are businesses that have an ongoing commitment to a zero tolerance sexual harassment program; an ongoing commitment to a strong equal opportunity employment program; a Board of Directors composed of a high percentage of women; a high percentage of women in management; the business contributes to the community impacts of women and girls; the business actively promotes women's upward mobility; and the business provides family-friendly benefits, such as childcare, flextime, and parental leave.

TAKE OUR DAUGHTERS TO WORK DAY

In the early 1990s, research detailed the radical and distressing shift that often occurs in the

lives of girls in early adolescence. At this age, girls show a significant drop in self-esteem, report a lowered sense of self-worth, and describe intense feelings of insecurity about their own judgments and emotions. Focusing on appearance and how boys view them prevents many girls from focusing on schoolwork — at a time when girls need to begin planning for the future. *Take Our Daughters to Work Day* was founded to focus on girls' abilities rather than their appearances. It was created specifically to let girls know that they are important and have many opportunities in their futures.



Take Our Daughters To Work Day was started by the Ms. Foundation in 1993 as a citywide program in New York. It became a national day and event because of an outpouring of enthusiasm from adults. In 1994, COSW supported and issued a proclamation in support of *Take Our Daughters to Work Day* and had the Mayor

send a letter to all City Departments asking for their participation. Since then, each year the COSW has added more information, printed newsletters, and made lesson plans available. Starting in 1997, COSW sponsored a program where girls could apply to shadow a member of the Board of Supervisors and also the Mayor's staff. Supervisor Mabel Teng and her staff worked with COSW to create a mock hearing held by girls featuring issues of sexual harassment, graffiti removal, and other relevant issues.

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*In November of 1994
San Francisco's
voters passed
Proposition E with a
67% margin. This
proposition made
the Commission a
permanent
Department under
the City Charter,
and provided for
Commissioners to be
appointed to
specific terms.*

PUBLIC HEALTH

In 1994, the Commission participated in a project with the Women's Health Advisory Committee to the Department of Public Health. The primary goal was to develop a model women's health care delivery system within San Francisco. Nearly 250 women met in nineteen focus groups to voice their needs and requirements for adequate health care. Targeted groups included women of different ethnicities, sexual orientations, ages, and physical abilities.

THE COMMISSION BECOMES A CHARTERED DEPARTMENT

During 1994 women in the community grew concerned about the long-term stability of the Commission and its functions. A group of women gathered to discuss and rally support to ensure the Commission would remain a department. It was decided that the best strategy would be to make the Commission a chartered permanent department of the City and County of San

Francisco. Supervisor Bill Maher was the primary sponsor of the ordinance to introduce and place the proposition on the ballot. In November of 1994 San Francisco's voters passed Proposition E with a 67% margin. This proposition made the Commission a permanent Department under the City Charter, and provided for Commissioners to be appointed to specific terms. Many people and members of the public worked on and supported the passage of Proposition E. That same year Sonia Melara joined the Department as the Executive Director.

DOMESTIC VIOLENCE HOMICIDE STUDY

In 1995, COSW spearheaded a domestic violence homicide study in San Francisco. The Family Violence Prevention Fund and San Francisco Neighborhood Legal Assistance Foundation (now Bay Area Legal Aid) studied homicides in the San Francisco between 1991-1992. The study found that an alarming 64% of all homicides were domestic violence/family violence-related, making that the highest category of preventable homicides in San Francisco. COSW held a march on the steps of City Hall to highlight the num-

ber of domestic violence-related deaths. A press conference was also held to emphasize the impact of domestic violence on women in San Francisco.

On October 3, 1995, former football star O.J. Simpson was found not guilty of the June 1994 murders of his former wife, Nicole Brown Simpson, and her friend, Ronald Goldman. Local emergency calls doubled as

women called in to report occurrences of violence present and past.

SEXUAL ASSAULT

Although sexual assault was an issue that was part of efforts surrounding violence against women, funding for services by community-based organizations had not occurred. Sexual assault services funded by the City were provided through San Francisco Rape Treatment Center located at San Francisco General Hospital. In 1995, Dr. Sandra Hernandez, Director of the Department of Public Health initiated a review of the sexual assault services system, with a



primary focus on the department's Rape Treatment Center. The objective of the review was to determine the most responsive and cost effective array of services necessary to address the health and well being of sexual assault survivors while fulfilling legal mandates. As a result of the review, funding for community-based services was generated. The Department of Public Health asked the Commission and Department to assume responsibility for contracting over \$200,000 for sexual assault services including peer advocacy and accompaniment, prevention, education and outreach services. Funding granted to San Francisco Women Against Rape in 1997 was the first City monies to be allocated to a community-based organization for sexual assault services in the history of San Francisco. Thereafter, the Commission and Department expanded its funding base to include both domestic violence and sexual assault. Requests for Proposals or Qualifications were then identified as part of the Violence Against Women programs.

MAYOR'S TASK FORCE ON SEXUAL HARASSMENT

As result of the work surrounding workplace harassment during the Art Agnos years, it was determined that a study was needed to determine the extent of the problem within City government. A study was conducted by outside experts. Among other things, the City reported receiving 113 complaints in one year and 14 lawsuits. Labor costs related to the investigations and dealing with the complaints cost over \$600,000, and that did not include the \$1.8 million spent on lawsuits. Under the direction of Commission on the Status of Women, in August 1994, Merrick T. Rossein Associates pro-

duced their report, *Sexual Harassment Complaint Procedures in the City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Process of Complaints*. It outlined sexual harassment procedures for the City and County of San Francisco and recommended that a Task Force be formed to develop a more comprehensive program and policy to reduce sexual harassment in the City.

In mid-1995, a Mayoral Task Force on Sexual Harassment was formed and led by the Commission on the Status of Women. It brought together a variety of City departments and private sector experts. The Task Force put forth a specific centralized plan and sexual harassment policies. Based on a series of recommendations, the City revised its policies. Complaints became centralized at the Department of Human Resources. Rather than having each department have its own policy, the City's policies were revised and standardized into one policy that emphasized training and prevention, as well as a timely investigation process. A new sexual harassment policy for the City and County of San Francisco, Administrative Code Section 16.9-25, was put in effect after intense negotiations with a variety of City departments.

In February of 1997, the Commission initiated a program notifying all City departments about the changes in the new citywide sexual harassment policy, and offered each department a free update class on the new policy and prevention. Twenty-one departments accepted the offer, and approximately 20-30 individuals attended each workshop. Overall, roughly 500 supervisors and managers were trained.

Funding granted to San Francisco Women Against Rape in 1997 was the first City monies to be allocated to a community-based organization for sexual assault services in the history of San Francisco.

The program was enthusiastically received and appreciated by those who participated. The sexual harassment program included a 17-page question and answer booklet and a separate list of resources for City employees and non-City employees throughout San Francisco.

All of this work was reinforced under Mayor Willie Brown's leadership and administration. The Commission and Department actively participated with Mayor Brown and the City Attorney's Office to finalize implementation and training under the new policy. This included the

installation of a sexual harassment hotline at the Department of Human Resources, and the addition of two new Equal Employment Opportunity specialists on sexual harassment.

The Commission on the Status of Women has continually offered technical assistance in this area to City workers, both staff and management, and to individuals throughout the San Francisco who need assistance. It is now an institutionalized policy, and every department, including management and staff, is continually trained in sexual harassment prevention.

Bay Area Reporter

February 6, 1992



Telling Her Story

Linda Jofuku speaks in front of SF's Board of Supervisors at sexual harassment hearings. Jofuku worked eight years in trades as a carpenter and electrician, was an employment counselor at Chinese for Affirmative Action and Asians for Job Opportunities, and an outreach coordinator for the 1990 census. A victim of both racism and sexism herself, she is currently the union representative for the International Federation of Professional Engineers. (Photo: Jane Cleland)

1996-2000 Growth and Development

On January 8, 1996, Willie L. Brown was sworn in as Mayor of San Francisco. That same year, the San Francisco Department on the Status of Women sponsored the first Women's Opportunity Week (WOW).

On April 10, 1996, President Clinton vetoed a bill that would have banned partial-birth abortions. In January 1997, bombs were detonated at two abortion clinics in the south. On January 23, Madeleine Albright was sworn in as Secretary of State, becoming the first woman to head the State Department. On October 30, 1998, the Food and Drug Administration approved the use of tamoxifen to help prevent breast cancer in healthy women at high risk of developing this disease.

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Board of Supervisors
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and girls in
prostitution...*

UN WOMEN'S CONFERENCE ONE YEAR LATER

During September 1996, COSW also sponsored and coordinated, in collaboration with Assemblywoman Jackie Speier's Office, the San Francisco site of the *UN Women's Conference One Year Later*. Over sixty women came to this site for the national conference via satellite. The broadcast included the development of a national action agenda to improve the lives of American women and their families, and featured First Lady Hillary Clinton and Health and Human Services Secretary Donna Shalala. The attendees were diverse, and brought a distinctly international ambience and a variety of political focuses. The highlight was the speak-out after the broadcast, facilitated by the Commission, in which many women voiced their concerns and appreciation for this type of program.

OUT OF SIGHT, OUT OF MIND TASK FORCE

Following the release of the *Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System* report by the Center on Juvenile and Criminal Justice, the Commission was approached by the authors to assist with implementing the report's recommendations. The Commission created the Out of Sight, Out of Mind Task Force for this purpose. Task force members represented a diverse cross-section of community agencies, City departments, and commissions all working together toward the shared goals of improving programs and services for girls in the Juvenile Justice System. The Task Force was successful in having

its major recommendations incorporated into an action plan designed by the Delancy Street Foundation and adopted by the City for reforming the entire juvenile justice system. We were also successful in placing a Task Force member on each of the City's new action plan implementation teams to reform and rejuvenate the entire system.

SAN FRANCISCO TASK FORCE ON PROSTITUTION

On August 1, 1996, the San Francisco Task Force on Prostitution's Final Report was released. The Task Force was established by the Board of Supervisors to look at issues affecting

women and girls in prostitution, but the thrust of the report concerned the decriminalization of prostitution. The Report's recommendations addressed primary concerns including gender parity; health, housing, and social services; services for incarcerated and chemically dependent women and girls;



and the criminal justice response to the victimization of marginalized women. While the report was extensive in those areas, it did not reflect issues of surviving violence as a prostitute; the impact of street prostitution on neighborhoods; poverty, employment, welfare reform, and women's economic development issues; the high incidence of victimization and exploitation of women in poverty; and the importance of preventative education, intervention services, and viable alternatives. More research and testimony were needed for the report to be inclusive and comprehensive, and additional views of prostitution also needed. The Commission heard from

women who believed that the Task Force report fell short of addressing serious needs faced by prostitutes, specifically street prostitutes.

During the fall of 1996, the San Francisco Board of Supervisors' Task Force on Prostitution recommended that the City stop enforcing prostitution laws and instead divert money earmarked for arresting prostitutes to social programs designed to help them get off the streets. The Task Force's 50-page report called for abolishing all laws specifically related to prostitution; directing police to vigorously pursue crimes committed against prostitutes; increasing funding for shelters and substance abuse programs; and transferring licensing authority for massage parlors from the Police Department's vice division to other City agencies. The report was the result of a one and a half year study by twenty-eight task force members drawn from civil rights, law enforcement, public health, and neighborhood advocacy organizations.

The Commission sponsored a forum where government officials joined Commissioners in listening to the experiences and recommendations of women in prostitution. On April 17, 1997, in the Board of Supervisors' Chambers, a Public Hearing on Violence Against Women and Girls in Prostitution was held. More than 300 people attended and forty individuals gave testimony ranging from political speeches to deeply personal descriptions of abuse. What was clear was a sense of urgency about the impact of violence and abuse in prostitutes' lives. A commitment to change the circumstances of women and girls in prostitution was evident. Providing alternatives based on education and economic development, prevention, intervention and alternatives were emphasized.

In March 1998 the Commission released a report entitled *Violence Against Women in Prostitution in San Francisco: A Report to the Mayor and Board of Supervisors*. The report provided a series of recommendations specifically focused on violence towards women in the sex industry.

One of the organizations that participated in the hearing and contributed to the recommendations was the SAGE Project, Inc. (Standing Against Global Exploitation). In May 1995, through her personal experience, Norma Hoteling came together with twelve other women to start the SAGE Project, Inc., an organization created by and for survivors of sexual exploitation and violence to help women and girls develop healthy lifestyles free from abuse and violence. These women committed themselves to improving the lives of women who are survivors of sexual exploitation, violence, and prostitution. Today, SAGE's programs have assisted over 500 prostitutes over the last three years. Services have included therapy, education, and vocational services. In addition, the organization has given most of these women tools for healing, as well as the motivation for making affirmative lifestyle choices. SAGE is partnered with many community-based organizations and governmental agencies, and makes available individuals, including health care workers, students, and community leaders, with the knowledge and inspiration to address this important issue in their daily work.

WOMEN'S OPPORTUNITY WEEKEND (WOW)

During the fall of 1996 and the spring of 1997, the Commission and Department sponsored the first *Women's Opportunity Week*. In the fall, we were joined by other City Departments and

The Commission sponsored a forum where government officials joined Commissioners in listening to the experiences and recommendations of women in prostitution.

*Planned Parenthood
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San Francisco's
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the late 1920s, when
they were founded
by public nurse and
family planning
advocate Margaret
Sanger in 1916 in
New York City.*

community health providers to host the first Women's Health Fair, and the Commission organized the first city government team for the *Women in Cancer Walk* at Golden Gate Park. In the spring, the weekend long event emphasized the issues of employment and economic opportunities for women. Speakers were asked to address health and violence against women within an economic context. Many community organizations participated as co-sponsors or participating organizations.

PLANNED PARENTHOOD GOLDEN GATE

In July of 1996, Planned Parenthood Golden Gate held its first meeting as the newly established entity resulting from a merger between Planned Parenthood San Mateo, Planned Parenthood San Francisco-Alameda and Planned Parenthood Marin-Sonoma-Mendocino. This was the culmination of a year long planning process by the three boards who decided to merge and develop one of the strongest Planned Parenthood Affiliates in California. Dian Harrison became its first president and CEO. Planned Parenthood has been woven into San Francisco's social fabric since the late 1920s, when they were founded by public nurse and family planning advocate Margaret Sanger in 1916 in New York City. Ms. Sanger encountered thousands of women who faced desperate physical and economical burdens due to a lack of family planning services. Sanger and her San Francisco counterparts, Dr. Adelaide Brown and Dr. Florence Holsclaw, formed Planned Parenthood with the backing of the American Association of University Women to advocate women's and children's health rights. This vigorous advocacy has been controversial since the

organization's birth.

Health care at Planned Parenthood Golden Gate includes gynecological exams and pap smears, pregnancy testing and counseling, prenatal care, adoption referrals, sterilization services for women and men, abortion services, midlife/menopause information and treatment, and primary health care. "Polling shows that one in four women — regardless of income level — has used Planned Parenthood as a primary provider some time in her life," Harrison says, noting that PPGG is truly a lifeline for many women, but especially for poor women. Alexander Sander, the founder's grandson and President of Planned Parenthood of New York City states, "Planned Parenthood Golden Gate has been exemplary in fulfilling the vision of Margaret Sanger. Her vision, that every woman should have the right to decide whether and when to bear children and that every child should be born wanted and loved into a family ready to care for it, is being passionately pursued every day by Planned Parenthood Golden Gate." Today, the mission of Planned Parenthood Golden Gate is to provide comprehensive primary and reproductive health care services; to provide educational programs; to advocate policies that guarantee individual rights, dignity, and privacy; and to promote health care research.

NEW WEBSITE

In late 1997, the Commission and Department became one of the first departments to join the growing technological bandwagon by developing its own website. This site, part of the City's site, includes information on our services, commission meetings, frequently asked questions on sexual harassment, our strategic plan for our

violence against women program, information on our events, CEDAW, and the Friends of the Commission. Each year we add many of our highlights and reports, as well as monthly commission agendas and minutes, keeping up with technology and access to information.

SAN FRANCISCO MAYOR'S SUMMIT FOR WOMEN

In April 1998, San Francisco hosted the first ever San Francisco Mayor's Summit for Women. The Summit's theme "Giving Today's Woman Direction for Tomorrow" brought together a diverse group of women to address issues and events that shape the world for women today and tomorrow. Speakers examined key topics for women including, money, careers, and rights, such as workplace rights, relationship rights and absent rights. Tipper Gore and Jocelyn Elders were keynote speakers. COSW Commissioner Caryl Ito participated as the Finance Committee Co-Chair. The Summit combined reflection, introspection, and learning to encourage all women to take charge of their lives and share, encourage and foster the growth of women everywhere.

This daylong event has become an inspirational annual event anticipated by women from around the Bay Area and continues to be a day of information, sharing and empowerment for a group of women as diverse as San Francisco.

WOMEN'S LEADERSHIP ALLIANCE

In March 1998, the Women's Leadership Alliance was formed by Patti Chang, Executive Director of The Women's Foundation, and Sandy Sohcot of the San Francisco National Women's Political

Caucus. Leaders of local women's organizations had been meeting monthly, working together to further actions that enhance the economic security of women. Members agreed on the following benefits: more coordinated events; capacity for collective action; cross education on issues; linkage on the internet; connections of corporate women, grassroots women, and women with needs; more ambassadors in the community; more collaboration and less duplication; opportunities to co-sponsor events; sharing newsletters and news; and opportunities to help nonprofits and corporations work together to address major issues.

WOMEN COUNT

Women Count was founded in October 1998 by Susie Tompkins Buell and a group of San

Francisco Bay Area women concerned about the 1998 media predictions that women were not going to show up at the polls. In response, they launched Women Count, a national nonpartisan media campaign and educational program aimed at mobilizing women voters. They focused

particularly on women 18-24 years old, who were viewed as least likely to go to the polls.

Women Count mounted its first media campaign in the final weeks approaching the November 1998 election. In conjunction with Public Media Center, the founding members of Women Count created an ad campaign featuring Rosie the Riveter, who embodies a period when women needed to be strong, courageous, and patriotic. The tag line, "They used to say women couldn't vote, now they say we won't," pointed out the

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*By Fiscal Year
1996-97, the
Commission's
Violence Against
Women Programs
budget totaled
\$1.5 million.*

short time that women have been allowed to vote and challenged them to use their voting power. Full-page colored ads were placed in the *New York Times* and in newspapers throughout California. In an era permeated by media, Women Count was at that time the only organization using media to encourage women to vote.

DOMESTIC VIOLENCE STRATEGIC PLAN

Commission efforts to increase City resources dedicated to domestic violence program funding have received strong support from past Mayors, members of the Board of Supervisors, other elected officials, direct service agencies, and the community. Funding increased incrementally, reaching \$1.2 million by 1995, with COSW-funded domestic violence services expanded to include victim advocacy, a 24-hour crisis line, counseling, legal services, and more emergency shelter services. In 1996, after a year-long needs assessment and community planning process, the San Francisco Department of Public Health transferred funds to the Department on the Status of Women to fund community-based sexual assault services and prevention programs. By Fiscal Year 1996-97, the Commission's Violence Against Women Programs budget totaled \$1.5 million.

The Department developed its first Violence Against Women strategic plan. It also developed policies that ensured coordination of City services and described the long-term impact on the prevention of such violence. The strategic plan called for:

- Domestic violence and sexual assault services;
- Public awareness campaigns, training

programs, community outreach, and educational programs to prevent the abuse and assault of women and girls, and to prevent men and boys from engaging in violence against women;

- Intervention/advocacy programs to address domestic violence and sexual assault before crisis services are required, through a spectrum of services including multi-disciplinary screening and referrals;
- Crisis services for survivors to assist women who have been raped or battered, including emergency shelters, victim advocacy and accompaniment, crisis lines, and legal services; and
- Transitional/advocacy services to help survivors achieve economic independence, recover from victimization, and move from trauma to healing.

To address these priorities, the Commission committed itself to creative collaboration with government, educational institutions, and community groups, and to innovative strategic planning as we begin to implement significant changes in our Violence Against Women Programs. These critical changes require that we both increase City funding for these programs and restructure citywide service delivery systems. By 1998, the total funds for Violence Against Women programs had increased to \$1,730,500, funding twenty-eight programs.

A NEW TAKE YOUR DAUGHTERS TO WORK DAY

On Thursday, April 24, 1997, the San Francisco Commission on the Status of Women initiated a

new program in honor of *Take Your Daughters to Work Day*. In collaboration with the Mayor's Office and Jr. Achievement of The Bay Area, Inc., we recruited twenty-five girls for the day by having the girls write a short essay entitled, "How Learning about Our City Government Will Help Prepare Me for My Future." These girls accompanied members of the Board of Supervisors and Mayor's staff for a day, and participated in a Mock Board of Supervisors' Hearing with Supervisor Mabel Teng.

JUANA BRIONES HONORED

In 1997, the Bay Area Network of Latinas (BANELA), joined by the Women's Heritage Museum (now known as the International Museum of Women), succeeded in having a State Historic Plaque placed in Washington Square Park in honor of North Beach pioneer Juana Briones y Tapia

de Miranda (1802-1889). In the 1830s and 1840s, Juana Briones transformed an isolated cove in the then Mexican hamlet of Yerba Buena into her rancho. At the site

of this park, she raised cattle and grew vegetables for sale to ship crews. She gave sanctuary to refugees, and was revered as a healer and caregiver. She is honored as a humanitarian, astute businesswoman, community builder, and a devoted mother of eight children. Historian J. N. Bowman referred to Juana Briones as the "preeminent" woman of the region, and said, "No other Spanish or Mexican woman in California is known to have reached her position and maintained it through life" This



plaque — the first in San Francisco to honor a Latina — was placed after ten years of intense advocacy with several City departments that originally opposed it. Since the early 1930s, when State historic plaques were first instituted, 42 were placed in the City and County of San Francisco; only 4 mentioned women. As a result of the long campaign to gain acceptance of the plaque, BANELA and the Women's Heritage Museum were highly successful in raising widespread awareness of an extraordinary woman in California's history.

PROJECT RESPECT

From 1998 to 2000, the Commission on the Status of Women worked in a collaborative effort on Project Respect. COSW worked with the Equal Rights Advocates (the lead agency), San Francisco Women Against Rape, San

Francisco Neighborhood Legal Assistance Foundation, Narika, and Planned Parenthood to develop a culturally appropriate curriculum on sexual harassment prevention for students, teachers,

administrators, and parents.

ANTI-DISCRIMINATION EFFORTS

In 1996, as a result of reports of glass ceiling and discrimination problems in a number of City departments, the Department on the Status of Women worked with Supervisor Mabel Teng to hold a public hearing on these issues. These problems were particularly prevalent at departments where women were not traditionally a part of the workforce, such as at the Department of Public Works, Public Utilities

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Commission, and the Airport. A lawsuit by a group of women was avoided and a mentorship program was initiated. The Commission produced a booklet highlighting best practices and recommendations for improvement.

CEDAW

In October 1996, a group of Bay Area activists and organizations led by WILD for Human Rights (Women's Institute for Leadership Development) initiated a campaign for the local ratification of CEDAW — the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women*. This effort was the outcome of training on women's human rights. Collaboration to promote ratification included the following organizations: the

Women's Institute for Leadership Development, The Women's Foundation, Amnesty International USA (Western Region), Human Rights Advocates, La Casa de las Madres, the San Francisco

Commission on the Status of Women, the YWCA of San Francisco, Asian Perinatal Advocates, Women's Alcoholism Center, the Institute for Food and Development Policy, Mission Learning Center, Women of Color Resource Center, and W.O.M.A.N., Inc.

CEDAW is an international treaty that was adopted by the United Nations General Assembly in 1979. Sometimes called the International Bill of Rights for women, CEDAW provides a universal definition of discrimination against women. Countries that ratify CEDAW are

mandated to condemn all forms of discrimination against women and to ensure equality for women in many spheres — civil, political, economic, social, and cultural. The convention was adopted by the United Nations General Assembly in 1979, and President Carter signed it on behalf of the United States in 1980. However, the United States Senate has not yet ratified this vital treaty, though 166 other countries had ratified it to date.

A growing group of people and organizations in the Bay Area organized to ratify CEDAW at the local level. The intent was that local adherence to the principles of CEDAW would especially promote equal access to health care, employment, education, and other fundamental human

rights. The process of local ratification would serve to educate our communities about this treaty and move the Senate closer to U.S. ratification. The San Francisco Commission on the Status of Women

passed a resolution in support of CEDAW and established a CEDAW Task Force.

On October 30, 1997, a public hearing was held on CEDAW with Supervisor Barbara Kaufman presiding. At this hearing, women and men told a panel — including members of the Board of Supervisors, City Commissioners, and members of the Mayor's office — about how local implementation of CEDAW would benefit women and girls in San Francisco in three areas: economic development, violence against women, and women's health.



The intention was to achieve local ratification within San Francisco by International Women's Day, March 8, 1998. Monthly planning meetings were held that offered training on CEDAW as well as monthly orientations on the local ratification process, its status, and next steps.

At the hearing, speakers focused on CEDAW being a critical tool for eliminating discrimination against women in San Francisco. The speakers covered many important areas, including affirmative action, access to credit, access to health care, safety in the workplace, and sexual harassment in schools. The speakers also testified about women who confronted obstacles in addition to their gender, such as race, immigration status, and youth. CEDAW was passed in April 1998 with unanimous support from Mayor Brown and the full Board of Supervisors.

In supporting CEDAW's local implementation, San Francisco was the first municipality to go beyond supporting U.S. ratification and toward the goal of protecting the human rights of women and girls locally.

The CEDAW Ordinance is designed to eliminate discrimination, including violence, against women and girls through implementing CEDAW principles within San Francisco. It is also intended to promote gender equity and ensure equal opportunity and access to economic development, employment, and health care. The Ordinance requires us to examine the different needs, roles, and responsibilities of all persons and then to ensure that the budgets, employment practices, and provision of services reflect these differences.

The Ordinance broadly defines discrimination against women and girls as any "distinction, exclusion, or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." The definition of discrimination includes gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately.

The Ordinance also requires human rights education for City employees and integration of CEDAW principles into City policies. Local implementation is delegated to COSW, with oversight from a CEDAW Task Force. The Task Force's 11 members include elected officials, organized labor, government employees, and community advocates with expertise in economic justice, human rights, violence against women, & health.

The first step toward CEDAW's local implementation was to examine selected City Departments for discrimination in the areas of employment practices, budget allocation, and the provision of direct and indirect services. This was done through gender analyses that identified discrimination and provided remedies for such discrimination, if found.

Gender analysis is a framework for analyzing the cultural, economic, social, civil, legal, and political relations between women and men. The aim of the gender analysis is for all departments to examine proactively the different needs of the population they serve and employ, and to integrate those needs into their daily operations. A gender analysis recognizes that

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*Many staff members
of all departments
appreciated the
vision of incorpor-
ating an awareness
of human rights
with a gender lens
into their work, rec-
ognizing that they
serve a diverse
population with
many needs.*

women and men have different social roles, responsibilities, opportunities, and needs, and addresses the underlying relationship between women and men over time and across cultures. The dynamics of this relationship permeate how society is structured and how decisions are made. This framework takes into account the important links between gender and other social relations such as race, immigration status, language, sexual orientation, disability, and age.

The Task Force selected six departments to undergo gender analysis thus far. They are the Adult Probation Department, Art Commission, Commission on the Environment, Department of Public Works, Juvenile Probation Department, and Rent Stabilization Board. Although these are six distinct departments, the CEDAW framework recognizes that all departments are interconnected and part of a unified whole. Thus, the actions of the selected departments impact other departments and private entities.

Equally important, the CEDAW framework also recognizes that many practices are set by city-wide policies, unions, and/or the public, and that external factors can influence the creation of an efficient or just environment within any single department.

Thus far, COSW found that the very process of conducting a gender analysis has created an awareness of and sensitivity to gender-related issues within each department. Most departmental personnel not only were receptive to the

analysis as a proactive approach to eliminating discrimination, but also some staff, on their own initiative, have begun to change the way they evaluate their policies and programs to serve all persons more effectively. Many staff members of all departments appreciated the vision of incorporating an awareness of human rights with a gender lens into their work, recognizing that they serve a diverse population with many needs.

COSW's work has attracted much interest both nationally and internationally. Our website contains the full gender analysis report and guidelines (www.ci.sf.ca.us/cosw/cedaw/index.htm). San Francisco's Ordinance and implementation approach have become a model for applications

of CEDAW around California, the United States, and the world.

CAWA — CALIFORNIA WOMEN'S AGENDA (CAWA)

CAWA was created following the 4th World Conference on Women in Beijing in 1995 to

implement the Beijing Plan of Action at the Grassroots of California. It has become a network of over 500 organizations that collaborate to improve the status of women and girls in our state. CAWA uses the twelve critical concerns from the Plan of Action as a framework for action. Those concerns were revised for relevance to California in 1996 and reviewed for progress in 1999 at a Beijing+5 Conference in San Francisco, coordinated by CAWA in collaboration with The President's Interagency Council on Women, the Region 9 Women's Bureau, the



Department of Labor, and The San Francisco Commission on the Status of Women. CAWA has a volunteer infrastructure of sixteen regions with co-coordinators from participating organizations, and twelve Task Forces chaired by California women leaders with expertise in the critical concerns. This includes the COSW's Sonia Melara, Co-Chair, Economic Justice Task Force, and Rosario Navarrette, Co-Chair, Violence Against Women Task Force.

CAWA was conceived and has been coordinated by The Women's Intercultural Network (WIN), a non-government organization based in San Francisco that connects women and girls across cultures, globally and in U.S. communities. WIN creates settings and opportunities for women and girls to come together to exchange ideas and skills in political, economic, and professional leadership. WIN wants to assure that the voices of all women and girls are heard and that there is a voice for our sisters who are not able to speak for themselves. WIN's goal is to develop a common language of activism in addressing local and global issues.

ASSOCIATION OF CALIFORNIA COMMISSIONS FOR WOMEN CONVENTION

On August 13-15, 1998, the San Francisco Commission on the Status of Women hosted the first annual California Commission for Women Convention, entitled *Bridging Opportunities for Women*. The convention was the first gathering of commissioners from across the state. During the convention, an Association of statewide Commissions was established to provide an active organizational forum to exchange ideas, information, technical assistance, and resources to enhance state Commissions and to provide a

leadership development program for appointments to local and state positions throughout California. Commissioners from throughout California heard a range of inspirational speakers, including Meryl Marshall, President of the Academy of Television Arts and Sciences; State Superintendent of Public Instruction, Delaine Eastin; Audrey Rice Oliver, President and CEO of Integrated Business Solutions; and Angela Oh who served on the President's Initiative on Race. In addition, the conference featured workshops designed to empower Commissions, such as "Taking our Seats at the Table: How to Take the Lead in Decision Making and Policy Setting in the Private and Public Sectors;" "Championship Fundraising;" and "The Power of Effective Collaboration."

FOR GIRLS COALITION

In 1995 girl and young women service providers came together to look at the coordination and delivery of services. The first annual Young Women's Conference was held, thereafter creating the For Girls Coalition.

The For Girls Coalition (FGC), supported in part by the Delinquency Prevention Commission, meets to address the needs of girls and young women living in San Francisco's urban environment. In order to increase the quality and quantity of services for girls in our communities, FGC offers free brown bag seminars for professionals, volunteers, and other individuals working with young women. This year, the For Girls Coalition will focus on girls and the juvenile justice system — preventing girls from entering or re-entering the system and taking care of those girls who are in the system.

In March of 2001 the For Girls Coalition will sponsor the 5th annual Young Women's

On August 13 - 15, 1998, the San Francisco Commission on the Status of Women hosted the first annual California Commission for Women Convention, entitled Bridging Opportunities for Women.

Conference. This conference draws hundreds of girls and women from around the bay area and offers a wide range of workshops, focusing on urban girls issues.

LEGAL ASSISTANCE FOR VICTIMS OF DOMESTIC VIOLENCE

On January 1, 2000, Bay Area Legal Aid (BayLegal) was formed through a merger with other existing legal aid groups in Santa Clara and Contra Costa Counties. One of the merging organizations was San Francisco Neighborhood Legal Assistance Foundation (SFNLAF), which was founded in 1966 in San Francisco. From its beginning, SFNLAF established the priorities of domestic violence prevention, health care access, the prevention and creation of affordable housing, and economic security to serve its clients, the low income community of San Francisco. Women and children have always been the majority of SFNLAF's clientele. Two different specialized legal units were estab-

lished, the Domestic Relations Unit and the Women's Litigation Unit, to assist victims of domestic violence and to facilitate institutional change which would enable women and children to improve their lives.

More than 20,000 survivors of domestic violence have been helped through the assistance of SFNLAF staff attorneys and clinics. Working with community groups and organizations such as the Commission on the Status of Women, SFNLAF personnel have helped create laws and other institutional changes that have helped women, particularly survivors of domestic violence. California and federal laws have been directly shaped by SFNLAF personnel. SFNLAF personnel have also worked closely with COSW on the Charan Task Force, which brought about many positive changes in how San Francisco deals with domestic violence prevention. Today, BayLegal carries on the work of SFNLAF in all seven Bay Area Counties.

San Francisco Chronicle

February 11, 1992

S.F. Board Delays Vote on Sex-Harass Funds

San Francisco supervisors postponed for a week a vote on \$120,000 in additional money for sexual harassment claims and education.

With a deficit looming, Supervisor Roberta Achtenberg, the legislation's sponsor, said new financing may be hard to get from Mayor Frank Jordan. But Barbara Kolesar, the mayor's liaison to the board, said Jordan is committed to some financing and will be briefed this week about more than six

hours of testimony from 60 women last week on how they or colleagues experienced sexual harassment on the job.

The board also approved a permit and street closure for the June 7 Haight-Ashbury Street Fair, which had come under fire from neighbors, who complained about public drunkenness and urination on their lawns. Fair organizers agreed to move the stage away from merchants and provide more dumpsters and chemical toilets.



Fiscal Year 1999-2000 **One Year Report**

The Commission and Department on the Status of Women met for its annual planning meeting on October 24, 1998, to develop the FY1999-2000 Plan. The final plan that was approved by the Commission included on-going goals and objectives as well as other mandates outlined in the Administrative Code (homelessness, health, girls, etc.). The Commission, while knowledgeable that these areas are covered by other City Departments, wanted to ensure that the Department monitors women-specific issues and addresses these needs.

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ing it substantially larger than the Juvenile Probation Department. The DPW has taken a lead in improving employee retention. It has created a training department that emphasizes quality and fairness in the workplace, and has initiated programs in response to employees' stated needs for professional development. However, there is much work to be done to bring more women into non-traditional employment areas, and creative outreach and recruitment efforts are necessary. The analysis helped the DPW promote its first-ever mentorship program for female engineers throughout the City. It had a very successful first year, which helped some women obtain better jobs.

Based on feedback from the first two analyses, the Task Force and the Commission and Department on the Status of Women worked extensively to revise the gender analysis guidelines to make them more user friendly, practical, thought provoking, and specific to San Francisco. The first analysis proved to be extremely time-intensive. Since the gender analysis requires departments to learn new ways of thinking, this is a process that cannot be rushed. We extended the time period for each department to complete the analysis and incorporated more discussions and training into the process. The new guidelines, which are available at <http://www.ci.sf.ca.us/cosw/cedaw/>, have been well received by the international women's human rights community.

The Task Force selected the following four departments to undergo gender analysis in the year 2000: Adult Probation, chosen in part to build upon the work already done at Juvenile Probation; the Art Commission, chosen in part for its educational programs for youth in San

Francisco; the Commission on the Environment, chosen in part because it is a new department; and the Rent Stabilization Board, chosen in part due to the importance of housing.

Throughout this gender analysis process, DOSW staff met with senior management from all four departments to provide human rights training, discuss their data collection practices, and advise management on key issues for analysis. In three out of four of these departments, DOSW staff and consultants conducted separate focus groups with employees and community members to obtain their feedback on personnel matters and service provision, respectively. The fourth department, the Department on the Environment, had too few staff for an employee focus group to be a safe enough space to openly discuss concerns. There, DOSW staff devised and administered a confidential written survey to assess employee concerns.

One apparent initial finding is for all departments to improve their data collection practices to include considerations of gender, race, sexual orientation, and other such criteria. As we recommended in our initial report, *A Gender Analysis* (November, 1999), such data must be collected on a voluntary and confidential basis to ensure the protection of privacy rights and minimize the potential for any misuse of information. Departmental responses to this process have varied from appreciation for its innovation to frustration at the extra effort required amid already heavy workloads, with most departments expressing both. This underscores the importance of future actions on a citywide level.

Violence Against Women (VAW)

PROGRAM ADMINISTRATION

Our primary goal is to provide citywide comprehensive services to those women experiencing violence, specifically sexual assault and domestic violence. These services range from emergency services such as shelters for battered women and their children; counseling, legal services, and transitional services toward independent living; and education and awareness programs. The Department administers grants and monitors the VAW programs, addressing and implementing the recommendations outlined in the VAW Strategic Plan. To address these priorities, the Commission is committed to creative collaboration, government and community partnerships, and innovative strategic planning. FY 1999-2000 marked the second year of the VAW 3-year grant cycle. The total grant fund distributed in 1999-2000 was \$1,730,500. The Commission and Department work with community groups, educational institutions, and local and city agencies to address violence against women in San Francisco. A complete list of funded program agencies appears in the *Appendix* of this report.

The Controller's audit pointed out that DOSW needed to "strengthen its monitoring of the agencies which receive grants from its Violence Against Women Programs (grantees). Without this, DOSW impedes its ability to ensure that grantees are providing services and expending funds as planned." With the assistance of the

Controller's office, extensive attention was placed on developing qualitative performance measures for the VAW programs. The response to this requirement has been extremely positive for most programs. Some agencies already had advanced systems in place, which served as models for other programs. Similarly, other programs hired consultants to ensure they were in compliance with these requirements.

In an effort to collaborate with other City departments, eliminate funding duplications, and guarantee that we achieved the service goals outlined in the VAW strategic plan, DOSW began negotiations with the Mayor's Office of Community Development (MOCD) to "exchange" programs. MOCD's primary goal for the year has been to fund programs that address the economic and employment needs

of San Francisco's citizens. The VAW Strategic Plan calls for the development of transitional programs that meet the long-term needs of women. These long-term needs include housing, employment, and support services. Therefore, during the 1997 funding priorities,

DOSW allocated funds to programs serving the long-term needs of survivors of violence. Similarly, MOCD historically funded VAW programs that did not exactly match its department's funding priorities because they were not "economics" related. Therefore, by the end of FY 1999-2000, MOCD and the Department on the Status of Women exchanged programs to be in line with the mission/mandate of each department. We hope that this practice of collaboration among City departments will bring a higher

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level of efficiency, reduce duplication, and increase funding possibilities to individual departments' funding priorities.

VIOLENCE AGAINST WOMEN POLICY

The Department's goal in the area of policy is to collaborate with citywide programs and initiatives to ensure the coordination of services and the development of policy where needed.

NEEDS ASSESSMENT

During FY 1998-99, DOSW received funding to conduct a Violence Against Women Needs Assessment. However, due to several internal departmental and City delays, the contract was awarded in FY 1999-2000. The actual research began late during the year to be completed in late 2000.

This research promises to be the first-ever comprehensive client-based statistical assessment of San Francisco's violence against women services. The primary purpose of the VAW Needs Assessment is to identify gaps in existing services and potential new programs for future funding. Once the information is available, DOSW will conduct a strategic planning meeting where representatives from funded and non-funded Violence Against Women Programs can assist DOSW in developing a comprehensive strategic plan. The new strategic plan will be the primary tool for future program funding.

PUBLIC AWARENESS AND INFORMATION CAMPAIGN

The Commission and Department on the Status of Women requested three-year funding for a multi-media public awareness and information

campaign. Funding was received for one year, with the understanding that after evaluating the results of the campaign, additional years would be considered. In March 2000, the Department launched the "Respect is What's Sexy" ad campaign. The tri-lingual campaign included billboards, BART and Muni signs, and posters in restrooms at local restaurants and bars. The ads are the first in the nation that speak to men not as perpetrators of violence against women, but as participants in solutions to preventing violence. The ad campaign was

created by Feminist Media (now called Slingshot) and included billboards in English, Spanish, and Chinese. The aim of the campaign was to encourage people and communities to talk about the high incidence of violence

against women. Many people have requested posters to display at their workplace or use in their classrooms as teaching tools.

The campaign received media attention, which resulted in an article in *Business Women* (May 2000, Vol.7 No. 8) and a radio interview that was aired on KBRG, The Bone, The Ticket, and KNAN/KFOG. Most of these programs were targeted at a male audience. The vast majority of public response to the campaign has been positive, especially when the campaign's message has been understood. We have received many calls to our office regarding the campaign.

Although most people praise the campaign, the door has been opened for necessary discussions for those still trying to understand the campaign's message.



SEXUAL ASSAULT TASK FORCE

One of DOSW's primary responsibilities is to coordinate the work of both the Adult and Young Girl Sexual Assault Task Forces and succeed in accomplishing their goals and objectives.

The Department has worked this past year to implement the goals and objectives outlined through a strategic planning process by the Adult Sexual Assault Task Force (SATF) that includes solidifying the operations of the City's Sexual Assault Response Team (SART), which is chaired by Department staff. The SART provides a comprehensive delivery of services to survivors of sexual assault who arrive at San Francisco General Hospital. This year, other hospitals, throughout San Francisco, that do not have the equipment or training to assist sexual assault survivors, made a request for services to assist their patients resulting in the development of Memorandums of Understanding (MOU) throughout the city. Additionally, the Department of Public Health has restructured their services to ensure a timely response by hiring a Supervising Nurse Practitioner who will conduct sexual assault training to other nurse practitioners and health care personnel. The Adult Sexual Assault Task Force also conducted workshops and networking opportunities for City departments and community based organizations to improve coordination efforts, as well as integrate services.

MULTI-LINGUAL 24-HOUR HOTLINE

This year the California Endowment granted funds to the Department on the Status of Women to develop a centralized 24-hour domestic violence hotline. This funding was based on the Department's 1996 Violence Against Women

Strategic Plan, which called for the development of a hotline to meet the needs of individuals experiencing violence. The Department had not previously received the necessary funding to move forward with the planning process.

Employment and Economics

We have continued to provide technical assistance to women facing sexual harassment and other forms of employment discrimination.

EMPLOYMENT DISCRIMINATION AND HARASSMENT REPORTING

With recommendations from the Controller's Office audit report, DOSW worked with the Department of Human Resources (DHR) to centralize the collection of employment discrimination reports. This grew out of our sexual harassment work. The audit recommended that DOSW explore changing the code and simplifying the process for all City departments by requiring only one report to be sent to the Department of Human Resources. Thereafter, the DHR would be required to send a full report to the Department on the Status of Women at the end of the year. The Administrative Code was changed to meet this requirement.

LIVING WAGE

The Department staff, along with many other community organizations, closely followed the living wage discussion in 2000 and continuously analyzed its effect on women in the City of San Francisco. The Department staff testified on how the living wage ordinance affected women in San Francisco at the Living Wage Task Force hearing. The Commission and Department reviewed the proposed legislation, testified at Task Force meetings, reviewed the various studies and Task Force recommendations, wrote poli-

One of DOSW's primary responsibilities is to coordinate the work of both the Adult and Young Girl Sexual Assault Task Forces and succeed in accomplishing their goals and objectives.

In 1999, President Clinton proposed and later enacted a regulation at the U.S. Department of Labor that would allow states to designate unemployment insurance benefits to be used for paid parental leave.

cy papers on its analysis, and heard from a variety of individuals and organizations both in support of and in opposition to the proposal. At its March 22, 2000 meeting, the Commission on the Status of Women unanimously passed a resolution that called for a broad living wage ordinance, including an \$11 per hour wage with benefits covering In-Home Support Services workers. Both the Commission and Department were extremely pleased with the eventual passage of the living wage legislation.

PAID PARENTAL LEAVE

In 1999, President Clinton proposed and later enacted a regulation at the U.S. Department of Labor that would allow states to designate unemployment insurance benefits to be used for paid parental leave. The Department on the Status of Women studied, analyzed, and advocated for the enactment of this regulation.

Locally, the Department staff worked with

Supervisor Tom Ammiano to study the possibility for a City policy/benefit that could provide paid parental benefits to City employees.

This included meeting with the Supervisor and giving testimonies at public hearings. In September 1999, the Commission passed a resolution supporting such efforts.

FOCUSING ON GIRLS AND YOUNG WOMEN

Despite the accomplishments made by our organization and other agencies in the Bay Area on behalf of girls, the needs of girls and young women are still not being fully met. We have made strides in developing new programs and initiatives to improve existing programs and

services. Our present Violence Against Women Program grants reflect a great improvement from previous grant cycles with respect to the number of funded programs targeting education and prevention to eliminate violence against girls and young women.

Under the Commission and Department's CEDAW work, the Juvenile Probation Department was chosen to be one of the first departments to undergo gender analysis because of its potential impact in support of girls and young women within the juvenile justice system. (See the earlier section on CEDAW.)

The Commission has offered technical assistance to Student Leaders Against Sexual Harassment (SLASH), a peer resource group at Everett Middle School. This student-run group pushed for enactment of the Board of Education of San Francisco Unified School District's

Resolution number 94-27A10, *Improving the Curriculum About Sexual Harassment*. In October 1999, SLASH presented a successful sexual harassment training program for 150 students, teachers, and

administrators. Eleven middle schools were represented at the conference because of SLASH's dedicated work and perseverance. The Commission and Department staffs continue to assist with the program and provide assistance when requested.

At the April 2000 Commission meeting, SLASH members reported that a survey they conducted at various schools found that over 60% of sexual harassment incidents were unreported. In late spring 2000, the San Francisco Unified



School District approved a sexual harassment prevention coordinator position for its 2000-2001 school year to follow through with implementation and training in these areas. SLASH and the Commission and Department strongly advocated for this position.

Within the Department's annual events we participate with *Take Our Daughters to Work Day* each year. This is a day when girls from all parts of our community, every ethnic group and every neighborhood, get the chance to see adults at work in offices, schools, court rooms, hospitals, and every kind of workplace. It is especially meaningful for girls to have positive role models to meet and talk with so they can explore the variety of professional opportunities.

OTHER ISSUES

The Commissioners and Department discussed a variety of issues affecting women and whether they fall within the areas already addressed by the Department. Further, we examined how our role can impact the work of other departments. The Commission and Department recognize that, while they are mandated to address many of the issues affecting women, other departments within the City structure are operationally responsible for addressing those needs. Some of these issues include Welfare to Work, homelessness, health, girls, and transgender individuals. Therefore, to ensure women's needs are met, we have worked in collaboration with designated departments, rather than propose initiatives that may conflict with the existing practices.

Organizational Growth and Development

Commissioners and Department staff agree that one of our most important goals is to strength-

en organizational resources in order to become a vital entity within City government and the community at large. To meet our mandate, the Commission and Department must continue to expand their outreach to make sure that the public, especially women, understand our role in their lives. To the highest degree, we have continued to use a variety of vehicles to enhance our organizational image and reach out to the community, while guaranteeing prudent use of resources.

Toward that end, the Commission began to schedule quarterly meetings in various San Francisco neighborhoods to make us more accessible. At these meetings, we arrange to have presenters from the community who can speak on specific topics. In July 1999, the Commission met at the Western Addition Public Library. In October 1999, it met at the Good Samaritan Family Center in San Francisco. The February 2000, meeting was held in the Tenderloin to discuss women's health. In April 2000, the Commission met in the Richmond District to hear a presentation about sexual harassment in schools.

In addition, we continued to strengthen and develop relationships with elected officials, community members, individuals, and organizations. Highlights of some of our accomplishments this past year include:

- Playing a strong role in the 1999 Mayor's Women's Summit planning committee;
- Participating in the National Women's Political Caucus (NWPC) National Convention outreach activities. The Convention was held in July 1999;

Commissioners and Department staff agree that one of our most important goals is to strengthen organizational resources in order to become a vital entity within City government and the community at large.

We continue to work with the Mayor's office to obtain the staff needed to meet our goals and objectives. At the same time, internally we continue to work toward staff re-classifications.

- Preparing for and hosting the National Association of Commissioners for Women's annual convention in San Francisco that was held in July 2000;
- Sponsoring informational tables at the Mayor's Women's Summit and Leadership San Francisco Conference;
- Reviewing legislation proposed by the Association of California Commissioners for Women (ACCW);
- Updating information on our website and providing reports to the Commissioners about the site's importance and usage;
- Developing and publishing publications, reports, and materials both in hard copy and on our website; and
- Increasing the department from 7.75 (FTE) to 9 staff members who cover a range of responsibilities.

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Information and Referral

TECHNICAL ASSISTANCE AND COLLABORATIONS

The Department provides information, technical assistance, resources, and referrals to community groups, City departments, and members of the public. In addition to the services we provide under our mandated programs, we have received requests throughout the year to provide data on various matters concerning women. We have provided general demographics

and statistics to individuals as well as local, state, and national organizations.

JOB LIBRARY

The Department office maintains an updated, free Job Resource Library with employment listings from Bay Area organizations in the public, private, and nonprofit sectors. Many women and men have visited the Department's job library this past year. The job library is open to the public between the hours of 8 a.m. and 5 p.m. weekdays at the Department's office.

PUBLICATIONS

The Commission and Department's publications continue to be popular resources with community members and local organizations. Although many of our publications are printed, we are moving toward making them available on our website. Our Directory of Social Services for Women in San Francisco and the CEDAW reports and guidelines continue to be our most frequently requested publications for this year.

WEBSITE

The COSW website (<http://www.ci.sf.ca.us/cosw>) features information about our services, commission meetings, frequently asked questions, reports, and other important information. It also has separate sections for CEDAW, Sexual Harassment, Violence Against Women, and our annual awards programs. Many people have responded positively to the wealth of available information. In the upcoming year we hope to develop and expand our website to include more of our publications. We also want to improve its navigation and add more pages, such as a resource page with useful links to other organizations. This past year our website provided a valuable service to over

15,000 people looking for CEDAW information, both locally and internationally. Our entire site received almost a half a million hits this past year.

Special Events and Activities

WOMEN WHO MAKE A DIFFERENCE AWARDS 1999

The Seventh Annual *Women Who Make a Difference* awards ceremony was held on July 29, 1999, at the San Francisco World Trade Club. This year, in collaboration with the Friends of the Commission, the first-ever *Auction of Fine Dining with Your Favorite Elected Official* was held. Members of the Board of Supervisors and the Mayor were paired up with a local San Francisco restaurant and auctioned off. Participating restaurants included Allegro Ristorante Italiano, AsiaSF, Balboa Café, Ella's, Fringale, Indigo, Maya, Stars, The House, and Tommy Toy's. Belva Davis was the mistress of ceremonies. Eunice Azzani had the highest bid and won lunch with the Mayor at Allegro Ristorante Italiano. She donated the lunch to the awardees. Others receiving awards were:

- **Marcia deVaughn** of the City's Department of Public Works for playing a key role within the department to implement CEDAW through a gender analysis of her division. Ms. deVaughn is a strong recruiter and advocate for the advancement of women and minorities.
- **Zelda Saeli**, a professional cabinet maker and Director at Asian Neighborhood Design, for delivering employment and educational services to CalWorks and Welfare to Work participants.

- **Sandy Sohcot**, a business-planning consultant, for helping women business owners and women in life transition develop strategic plans for managing their finances.
- **Amy Yim**, a family childcare specialist, for helping women develop proficiency in working with children and families, stabilize their small businesses, and learn coping skills for change.
- **Nordstrom** received the Business Award for being a leader in support of women in the workplace.
- **Caryl Ito**, past President of the Commission, received the President's Award for her many years of service to the Commission.
- **Women's Institute for Leadership Development (WILD) for Human Rights** received Special Recognition for its work in the local implementation of CEDAW.

VIOLENCE AGAINST WOMEN AWARENESS AWARDS 1999

On October 25, 1999, the Commission held its annual Violence Against Women Awareness awards. Honored were:

- **Marie Lavín**, who received the Isabel Cerna Award for transcending her personal experience to become a strong leader and community educator in the field of domestic violence.
- **Leigh Kimberg**, attending physician at Maxine Hall Health Center, who has identified domestic violence as an issue of health care and recovery, received the Del Martin award.

This past year our website provided a valuable service to over 15,000 people looking for CEDAW information, both locally and internationally. Our entire site received almost a half a million hits this past year.

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Mayor and members
of the Board at their
regularly scheduled
Board meeting.*

- **The Asian Women's Shelter** received the Leadership award for its responsiveness to meeting the cultural, linguistic, and individual needs of women and children primarily within the Asian and Pacific Island communities.
- **Mayor Willie L. Brown, Jr.** received the President's Award for his support of Violence Against Women services. During his administration, funding for Violence Against Women Programs increased by 68%, and provided the Department with funding for the first-ever Violence Against Women Citywide Public Awareness Campaign.

WOMEN'S HISTORY MONTH AWARDS

The Department once again joined the Mayor and the Board of Supervisors to honor women in San Francisco selected by the Mayor and members of the Board at their regularly scheduled Board meeting. The event took place on March 6, 2000. That evening, the Department, in collaboration with the Fine Arts Museums of San Francisco, held a reception honoring the awardees. At the same time, the museum kicked off the opening of the Georgia O'Keeffe traveling exhibit, and unveiled the sculpture, *Stepping Out*, by artist Elizabeth Catlett. Mr. Johnnie L. Cochran, Jr., whose Art Fund commissioned the piece, was present to introduce Ms. Catlett. The following elected officials honored women at the event:

- Mayor Willie L. Brown, Jr. honored Ruth Brinker, Founder of Project Open Hand in 1985. Project Open Hand was the first program to deliver

meals to the homes of people living with AIDS. Today, over 5,000 men, women, and children receive nutrition services.

- Supervisor Tom Ammiano honored Esperanza Macias, Northern California Coordinator for the No on 22 Campaign. Ms. Macias has been a long-time community activist working to increase political representation for disadvantaged groups and advancing human rights for everyone.
- Supervisor Alicia Becerra honored the late Anne Buenger Bloomfield, a highly respected architectural historian, whose careful research and accuracy helped preserve many historical sites throughout San Francisco.
- Supervisor Sue Bierman honored Enola Maxwell, Executive Director of Potrero Hill Neighborhood House. As Executive Director for almost 30 years, Ms. Maxwell is dedicated to the needs of the community and has remained a constant pillar of support.
- Supervisor Amos Brown honored Carol Wilder O'Glive, a retired teacher and civil rights activist. Ms. O'Glive has been notably active in helping to improve the tolerance levels of all races and to eradicate racism and sexism wherever they exist.
- Supervisor Leslie Katz honored Dorothy Allison, author of *Bastard Out of Carolina*. Ms. Allison attributes the women's movement with giving her the impetus for writing so

- frankly about incest, violence, and poverty.
- Supervisor Barbara Kaufman honored Jeannie Kortum, founder and Executive Director of A Home Away From Homelessness, who is dedicated to helping homeless children experience the joy of childhood.
 - Supervisor Mark Leno honored Zoanne Nordstrom, President of the Glen Park Association, who works to maintain natural resources for San Francisco residents. Ms. Nordstrom raised funds through the Glen Park Festival to provide partial scholarships to underserved children.
 - Supervisor Gavin Newsom honored Beryl Magilav, President of Sustainable City, where she works on green building issues and organizes public pressure to increase City government's commitment to sustainable development.
 - Supervisor Mabel Teng honored Patty Siegel, Executive Director of California Child Care Resource and Referral Network. A nationally recognized childcare expert, Ms. Siegel is an active participant in shaping state and federal policy for children and families.
 - Supervisor Michael Yaki honored Michelle Wong, a second grade school teacher at Lafayette Elementary School. Ms. Wong is also a volunteer at the Donalinda Cameron House, a community center in Chinatown, where she spent much of her time as a youth.

- Supervisor Leland Yee honored Harriet Salarno, Chairperson of Crime Victims United, which is an organization dedicated to helping victims of crimes deal with the criminal justice system and to encourage the drafting of new legislation that recognizes the rights of victims.

HOW TO GET THAT APPOINTMENT SEMINAR

On April 11, 2000, the Commission partnered with Bay Area MANA, League of Women Voters of San Francisco, National Council of Negro Women Golden Gate Section, National Women's Political Caucus, and Pacific Asian American Women's Bay Area Coalition to hold the *How to Get That Appointment* seminar at the Board of Supervisors Chambers. Panelists included women from California state government and elected and appointed women from San Francisco. Over 100 women attended the event.

TAKE OUR DAUGHTERS TO WORK DAY

Take Our Daughters to Work Day was held on April 27, 2000. It was expanded to join with the Mayor and several departments to bring about citywide participation. About 200 girls from local schools attended. The City Hall staff hosted a catered lunch. Other City departments held activities at their locations. The girls had an opportunity to meet government officials, see a variety of careers in action, and learn how our government works. They also shadowed members of the Mayor's staff and members of the Board of Supervisors. In the afternoon, the girls participated in a Mock Hearing in the Supervisors' Chambers, followed by a closing program.

Take Our Daughters to Work Day was held on April 27, 2000. It was expanded to join with the Mayor and several departments to bring about citywide participation.

The Department continues to participate as a member of the Women's Leadership Alliance (WLA), joining with other powerful women's organizations to address issues affecting women.

WOMEN'S LEADERSHIP ALLIANCE (WLA)

The Department continues to participate as a member of the Women's Leadership Alliance (WLA), joining with other powerful women's organizations to address issues affecting women. This year, WLA's focus was to draft position papers and begin a dialogue with federal elected officials to ensure that priority issues became a part of the national agenda. These issues included economic security (including financial independence, child care, and health care), ending gender discrimination (including workplace discrimination, CEDAW, equal opportunity, and affirmative action), access to and dissemination of education and information, women's well being (safety, and reproductive health), and mentoring young women and women as decision makers.

ASSOCIATION OF CALIFORNIA COMMISSIONS FOR WOMEN (ACCW)

In August 1999, the ACCW held another successful convention in Los Angeles, hosted by the Los Angeles City and County Commissions for Women. In its second year of existence, the Association continues to grow and be an active voice for women's commissions across the state. DOSW's Executive Director, Sonia Melara, served as its President during 1998-2000, and our organization continues to be a strong partner in the Association's efforts.

FRIENDS OF THE COMMISSION AND DEPARTMENT ON THE STATUS OF WOMEN (FRIENDS)

The Friends continue to provide invaluable support to the Commission and Department by raising funds for activities that are not funded by the City. The Friends also play a huge part in

the Department's annual events, and were central in the planning and participation of the National Association of Commissions for Women's annual convention. Their support has allowed the Commission and the Department to increase its participation in community events affecting women's lives.

Women's Leadership Development and Analysis

The Commission advocates for the appointment of women to City boards and commissions. We do this by generating periodic reports on the status of women's appointments and keeping a database of upcoming vacancies. We maintain a Women's Talent Bank of women interested in commission or committee appointments. We work closely with the Mayor's office, offering suggestions of possible female appointments. In addition, the Commission and Department publish a booklet entitled, *Road to Leadership-How to Get That Appointment*, in which people can research the various types of boards and commissions that exist within San Francisco. This is a 1999 revision of an earlier booklet entitled *How to Get That Appointment*. We hope that this publication will increase the number of women appointed to local governmental bodies. Over the last five years the number of women appointments have increased only slightly. In the current administration, women and men have been appointed in approximately equal numbers. On powerful commissions such as the Planning Commission, all seven members, four women and three men, were appointed by Mayor Brown. On the five member Airport Commission, Mayor Brown appointed two women. While we are encouraged that the number of women being appointed to commissions,

boards, and task forces has steadily increased in recent years, it is equally important that women continue to seek policy-making positions.

Thank You

LOOKING TOWARD OUR FUTURE

Frequently the Commission has hosted visiting international women who were referred to COSW by the Federal Government Host and Hospitality Center. In the early years of the Commission's existence, in one particular group of 15 of so women, Del Martin, one of the Commission's early Commissioners recalls, "Catherine Smallwood seated our guests in a circle. We asked each one to identify herself, the country she represented, and the chief issues her

women faced. They were from Europe, Canada, Asia, South America, Latin America, and the Middle East. Illiteracy, poverty, and economic dependency were common concerns of women around the world. A treasured moment came when the woman from Egypt looked directly at the woman from Israel and said, 'If women could get together like this all over the world there wouldn't be any more war.'"

Del Martin recently stated, "We are still learning how to support each other, respect our differences, and cope with all the isms that have separated us." We at the Commission and Department sincerely hope to move forward in the next 25 years and be united by our diversity and empowered by our strength.

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Appendix

1998-2000 Funded Agencies and Programs

ARRIBA JUNTOS

Proyecto Apoyo

ASIAN PRENATAL ADVOCATES

Prevention/Intervention Project

ASIAN WOMEN'S SHELTER

Domestic Violence Shelter Program

BAR ASSOCIATION OF SAN FRANCISCO VOLUNTEER LEGAL SERVICES PROGRAM

Cooperative Restraining Order Clinic

Domestic Violence Legal Services

BAYVIEW HUNTERS POINT FOUNDATION

Women Against Violence Everywhere Project

CENTER FOR HUMAN DEVELOPMENT

Violence/Sexual Assault Prevention

CHINATOWN YOUTH CENTER

Young Asian Women Against Violence

DONALDINA CAMERON HOUSE

Domestic Violence Advocacy Services

HORIZONS UNLIMITED

Young Women Arise

LA CASA DE LAS MADRES

Domestic Violence Shelter Program

MARY ELIZABETH INN

INroads

NIHONMACHI LEGAL OUTREACH

Domestic Violence Legal Services

NO. CALIFORNIA COALITION FOR IMMIGRANT RIGHTS

Mujeres Unidas y Activas Advocacy Program

SAINT VINCENT DE PAUL SOCIETY

Brennan House

Rosalie House

SF NEIGHBORHOOD LEGAL ASSISTANCE FOUNDATION —

Domestic Violence Legal Services

Middle Schools Prevention Education Project

Queer Violence Prevention Education Project

SAN FRANCISCO WOMEN AGAINST RAPE

Advocacy and Accompaniment Services

Rape Crisis Line

Prevention Education Program

Students Talking About Non-Violent Dating

W.O.M.A.N., INC.

CalWorks Domestic Violence Advocate

Domestic Violence Crisis Line and Support Services

Domestic Violence Advocacy Project

WOMEN IN DIALOGUE

Prostitute Women's Safety Project

WOMEN'S SAFETY PROJECT

Self-Defense Seed Program

YWCA MISSION GIRLS SERVICES

Proyecto Adelante

Women Who Make a Difference Award Recipients**

1999

Marcia deVaughn, Department of Public Works

Caryl Ito, Airport Commissioner

Zelda Saeli, Asian Neighborhood Design

Sandy Sohcot, Sobcot Consulting

Nordstrom

Women's Institute for Leadership Development

1998

Karen V. Clopton, *Leland, Paracchini, Steinberg, Matzger, and Melnick, LLP*

Rose Fua, *Equal Rights Advocates*

Amy Levine, *UCSF Women's Resource Center*

Marci Seville, *Women's Employment Rights Clinic, GGU*

Lesley Stansfield, *San Francisco Building Inspection Department*

McCutchen, Doyle, Brown, and Enersen, LLP

1997

Lora Jo Foo, *Asian Law Caucus*

Kathryn How, *San Francisco Department of Public Works*

Barbara Morrison, *TMC Development*

Renee Saucedo, *NGIRC*

Center for Young Women's Development

Pacific Gas & Electric

1996

Linda DeMello, *Alumnae Resources*

Dorothy Erickson, *Nationwide Construction, Inc.*

Collie Gaines, *City of San Francisco*

Avis Jones, *City of San Francisco*

Deloitte & Touche LLP

Just Desserts

1995

Eunice Azzani, *Korn/Ferry International*

Judith Kurtz, *Equal Rights Advocates*

Mindy Pengel, *San Francisco Police Department*

Karen Wing, *American Postal Workers Union*

Wells Fargo Bank

Working Assets

1994

Claire Caldwell

Helen Chin

Cheryl K. Davis

Lois Kwan

Linda Lee-Robbins

Ana Maria Martinez

Mansoureh Nahidi

Martha Singleton

Arnett Watson

Julia Zaldivar

Women Making History Award Recipients

2000

Dorothy Allison, *Author*

Anne Buenger Bloomfield, *Architectural Historian*

Jeanie Kortum, *Executive Director, A Home Away From Homelessness*

Esperanza Macias, *Northern California Coordinator, No on 22 Campaign*

Beryl Magilavy, *President, Sustainable City*

Enola Maxwell, *Executive Director, Potero Hill Neighborhood House*

Zoanne Nordstrom, *President, Glen Park Association*

Carol Wilder O'Gilvie, *Retired Teacher/Civil Rights Activist*

Harriet Salarno, *Chairperson, Crime Victims United*

Patricia Siegel, *Executive Director, California Childcare Resource and Referral Network*

Michelle Wong, *School Teacher, Lafayette Elementary School*

1999

Tracey Brown-Gallardo, *San Francisco Delinquency Prevention Commission*

Martina Gills, *Coordinator of the Coalition for Ethical Welfare Reform (CEWR)*

Nancy Lim-Yee, *Mental Health Therapist*

Feysan Jefferson Lodde, *Founder/ Chairperson MV Transportation, Inc.*

Beckie Masaki, *Co-Founder/Executive Director, Asian Women's Shelter*

Amy Meyer, *Presidio Trust Board of Directors*

Carole Migden, *Assemblywoman 13th District*

Janice Mirikitani, *Poet/President Glide Foundation*

Jane Morrison, *President/San Francisco Human Services Commission*

Catherine Muther, *Founder/President Three Guineas Fund*

Raye Gilbert Richardson, *Co-Founder Marcus Book Stores*

Isabel Wade, *President Urban Resource Systems*

1998

Barbara Garcia, *Member HIV Services Planning Council*

Janice Mirikitani, *Poet/Writer*

Dawn Riley, *CEO, America True*

Cynthia Selmar, *Director, South East Health Center*

Olga Talamante, *Vice President INROADS Western Region*

1997

Satcha Bittner

Evelyn Cisneros, *San Francisco Ballet Company*

Alice Fong Yu

National Asian Health Organization

1996

Rhodesa Jones, *Founder/Director, The MEDEA Project*

Gayle Teng, *RN, Kaiser Permanente*

Bay Area Network of Latinas Mentoring Program (BANELA)

Violence Against Women Awareness Awardees**

1999

Honorable Mayor Willie L. Brown

Leigh Kimberg, *Maxine Hall Health Center*

Marie Lavin, *Adult Probation Department*

Asian Women's Shelter

1998

April Martin Chartrand

Terrance Hallinan, *District Attorney, Domestic Violence Unit*

Sandra Schwartz, *San Francisco Sheriff's Department*

Hamish Sinclair, *ManAlive*

Julie Tang, *Judge, Domestic Violence Court*

YWCA-Mission Girls Services

1997

Barbara Brooten, *Adult Probation Department Domestic Violence Response Unit*

Dolores Casazza, *Inspector, San Francisco Police Department Domestic Violence Unit*

Miriam Gonzales, *Companeras*

Fred Lau, *Chief, San Francisco Police Department*

Donna Little, *Judge, Municipal Court*

1996

Cristy Chung, *Asian Women's Shelter*

Barbara Kaufman, *Supervisor, San Francisco Board of Supervisors*

Greg Merrill, *Community United Against Violence*

Thomas Walsh, *San Francisco Police Department Domestic Violence Unit*

1995

Irma Chingcuango Guevarra

Anne Marie Conroy, *Supervisor, San Francisco Board of Supervisors*

Beth Kaplan, M.D., *San Francisco General Hospital*

Esta Soler, *Family Violence Prevention Fund*

1994

Magda Arango, *La Casa de Las Madres*

Cristina Bernardino, *Filipina Task Force*

Katherine Feinstein, *San Francisco Police Commission*

Clothilde Hewlett, *San Francisco Police Commission*

Debbie Lee, *Family Violence Prevention Fund*

Antonio Ramirez, *San Francisco ManAlive*

Sandy Tong, *Lieutenant, San Francisco Police Department*

William Welch, *Captain, San Francisco Police Department*

Family Violence Prevention Fund

1992

Roberta Achtenberg, *Supervisor, San Francisco Board of Supervisors*

Phil Bronstein, *San Francisco Examiner*

Candace Heisler, *San Francisco District Attorney's Office*

Jane Kroesche, *Skadden, Arps, Slate, Meagher and Flom*

Sarah Manion, *Junior League of San Francisco*

August Ruiz, *KDTV Channel 14*

Freddie Stoots, *Rosalie House*

Ken Theisen, *San Francisco Neighborhood Legal Assistance Foundation*

Mujeres Unidas y Activas

1975-2000 Female San Francisco Board of Supervisors Members**

Roberta Achtenberg

Angela Alioto

Alicia Becerril

Dorothy von Beroldingen

Sue Bierman

Annemarie Conroy

Dianne Feinstein

Ella Hill Hutch

Leslie Katz

Barbara Kaufman

Willie Kennedy

Susan Leal

Carole Migden

Wendy Nelder

Louise Renne

Carol Ruth Silver

Mabel Teng

Nancy Walker

Doris Ward

1975-2000 Commissioners**

Kathleen Arnold	Veronica Hunicutt	Regina Phelps
Julie Brandt	Isabel Huie	Cyril Ramer
Shirley Breyer-Black	Caryl Ito	Drucilla Ramey
Maria Caldera	Carletta Jackson	Carolyn Reilly
Barbara Cameron	Pauline Johnston	Nicerita Revelo
Patricia Chang	Nikky King	Rosa Rivera
Diana Christensen	Angie Lame	August B. Rothschild, Jr.
Louetta Colombano	Dorothy Lathan	Narcisa Ruvelo
Ximena Delgado	Carol Jan Lee	Gladys Sandlin
Barbara Dunlap	Milton Marks	Sabrina Saunders
Linda Eberth	Del Martin	Marcia Smolens
Helen Fama	Leni Martin	Patricia Sullivan
Cynthia Gissler	Molly Martin	Ahimsa Sumchai
Ilsa Grier	Sue Martin	Gwendolyn Tillman
Terri M. Hanagan	Linda Mjellem	Sharon Treskunoff Bailey
Beverly Hayon	Sandi Mori	Mary Vail
Carmen Herrera	Alexandra Nickliss	Bernice Watkins
Donna Hitchens	Juanita Owens	Janet Weinstein

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Linda Sue Scott

** We have attempted to be inclusive, but a lack of information may have prevented us from including everything possible. We apologize if we have omitted any organizations or vital information, and do not in any way suggest that they are not important or significant.

BUSINESSWOMAN

"Respect is What's Sexy" Ads Launched in San Francisco

San Francisco — "The sexiest thing you can say to a woman is, 'Is this okay with you?'" That message, along with a tender image of an embracing couple, appeared on billboards, Muni Metro, BART stations and bus shelters around San Francisco throughout this past April. It's part of the "Respect is What's Sexy" ad campaign launched by the San Francisco Commission on the Status of Women.

The ads are the first in the nation that speak to men, not as perpetrators of violence against women, but as participants in solutions to preventing violence. In an unusual twist, poster-sized versions of the ads were placed in the men's rooms at 60 San Francisco restaurants and bars.

"There's a fine line between sexual pressure and sexual violence. Communication can be a powerful way to prevent both," says Sonia Melara, executive director of the San Francisco Commission on the Status of Women. "We hope these signs will inspire men and women to talk about sex before violence can occur. We also want San Franciscans to know they can call for help before violence actually happens."

The ad campaign, created by

Feminist Media, included billboards in English, Spanish and Chinese. A second billboard said, "If you really want to make a woman feel good, ask for her permission."

Billboard space for the "Respect is What's Sexy" ad campaign was donated by Eller Media. Outdoor Systems Advertising donated bus shelter sites and TDI Transportation Displays donated placement on Muni Metro and BART.

Nationwide, 78 women are raped every hour. In 85 percent of these cases, women know their attacker. Every 15 seconds in the U.S., a woman is beaten by her husband or partner.

"These statistics are horrifying. But we want to break through the sense of hopelessness. Violence against women is not inevitable. It's preventable," says Melara. "Our ad campaign aims to get people communicating. We want to encourage couples to talk, and also get the whole community talking about the social norms that allow this high incidence of violence against women to go on. Breaking the silence has the power to create change."

The San Francisco Commission on the Status of Women



works with community groups, educational institutions and city agencies to address violence against women in the city. The commission provides \$1.8 million in yearly grants to 20 community-based organizations. The

commission's public policy work has created a citywide response to violence against women.

Free posters are available from the Commission on the Status of Women, call them at (415) 252-2570. ♦

Report Contributors/Special Thanks

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